

HIGHGATE

Teacher of Biology

September 2021



An academically well-qualified and inspiring teacher of Biology is required to join this strong department in September 2021. The successful candidate will be required to teach Biology to pupils throughout the Senior School, from Year 8 to Year 13, and general science to Year 7. The Biology Department currently comprises ten teachers who work in modern, well-resourced laboratories with specialist technical support.

Applicants must demonstrate a genuine, academically well-grounded enthusiasm for the subject. They will relish the opportunity to inspire pupils through their high standards of scholarship, their ability to relate to young people and the example they will set of innovative, clearly-focused and responsive teaching, which goes the extra mile, and encourages pupils to do the same. They will want to contribute to the pastoral and co-curricular life of the school, both aspects of which are valued at Highgate.

All pupils study Biology as a separate subject in Years 8 to Year 11, ultimately following the Edexcel IGCSE course. A general science course is taught in Year 7, to which all three science departments contribute and which all members of the Science Faculty can be expected to teach. The majority of pupils will take IGCSEs in all three sciences. High quality teaching materials produced within the department are used throughout, although individual teachers are encouraged to shape their lessons according to their own biological interests. In 2019 98% of pupils taking Biology at IGCSE achieved 9-7 grades, with 63% gaining a grade 9. In the sixth form, the Cambridge International A Level course is followed, and Biology is a popular choice for pupils. Standards of achievement are high: in 2019 36% of candidates achieved an A*, with 86% achieving A*-B. Every year, several pupils apply to Oxford to read a life science or to Cambridge for Natural Sciences, and a significant number of pupils also go on to study Medicine, Dentistry and Veterinary Medicine.

There are five modern Biology laboratories (some with dedicated experimental areas), a departmental office and separate prep room. Two full-time technicians work in the Biology Department. The department organises regular visits to public lectures and

invites guest speakers to the school, and there are a number of thriving academic societies sponsored by the department that meet on a regular basis. The department places a significant emphasis on experimental work, and it is not unusual to find pupils working in the department after lessons on individual or group projects. All sixth form pupils take part in the annual Biology Olympiad Competition, where the overwhelming majority will gain a medal or commendation. Biology teachers supervise a significant number of extended projects with a life science focus.



Working at Highgate



The School has in place DfE recognised arrangements for the Induction Year and the confirmation of NQT status and has considerable experience of and success in guiding entrants to the profession to qualified status. For all teachers new to Highgate, regardless of experience, there is a strong and supportive framework of induction to the School.

Teachers at Highgate enjoy a welcoming, comfortable and exceptionally well-resourced environment and are provided with significant assistance from a range of support staff. Salaries are competitive for a reason: teachers are the School's most valuable resource. The School pays the employer's contribution to the Teachers' Pension Scheme. Terms are shorter than in the maintained sector. Staff have free access to the School's sports facilities, including a swimming pool and a fitness suite.

Highgate is strongly committed to inclusion and is an equal opportunities employer. We aim to create a welcoming, respectful and safe environment for all members of our community, from every ethnicity, gender, sexual orientation, age, ability/disability, religion and background. We know that more diverse teams are stronger teams, and that the more inclusive we are, the more our staff and pupils will feel a sense of belonging and will thrive. To enable us to make any reasonable adjustments, please let us know when you submit your application whether you have any special requirements.

Highgate 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 checks with past employers and the Disclosure and Barring Service (formerly the Criminal Records Bureau).

The Head of Biology, James Lockhart (james.lockhart@highgateschool.org.uk) or the Deputy Head (Academic), James Newton (james.newton@highgateschool.org.uk) will be very happy to answer any questions.

APPLICATION PROCEDURE

Please complete the on-line application form and attach a full curriculum vitae - including the names, addresses, telephone numbers and email contacts of two referees.

Closing date 8:00am on 13 April 2021 but applications will be considered as they are received.

Criteria for the post of Teacher of Biology

(to be read in conjunction with the details of the post)

1 Essential professional criteria

Criteria	How will these be tested or verified?
A good honours degree in Biology, or a related subject (eg Natural Sciences)	<ul style="list-style-type: none">• Original degree certificate(s)• Questions about subject specialisation (and course content for more recent graduates)• Opportunities at interview to discuss techniques for teaching set topics
Experience of teaching academic lessons, either as an employed teacher or during a teaching placement, and an understanding of effective assessment	<ul style="list-style-type: none">• A lesson plan and resources for a Key stage 3 or 4 class (to be specified on invitation to interview)• Opportunity to comment on and grade pupils' written work
Excellent communication skills	<ul style="list-style-type: none">• Two panel interviews; lesson plan and resources (as above)
The ability to use ICT fully in the teaching of Biology, or a willingness to learn the skills	<ul style="list-style-type: none">• Lesson planning and resources• Opportunities to recount experience and expertise at interview
The ability to establish good relations with colleagues and pupils.	<ul style="list-style-type: none">• Opportunities at interview to recount experiences where these skills have been demonstrated• Questions which referees will be asked as part of the confidential reference request
Sympathy with and knowledge of fundamental British values	<ul style="list-style-type: none">• Question at interview to test this
Awareness and understanding of safeguarding and welfare of children	<ul style="list-style-type: none">• Questions at interview to test attitudes towards and knowledge of children's safeguarding and welfare• Questions which referees will be asked as part of the confidential reference request

2 Desirable professional criteria

Criteria	How will these be tested?
A teaching qualification (eg PGCE, GTP)	<ul style="list-style-type: none">• Original certificate
Experience of teaching successfully in an academically selective school	<ul style="list-style-type: none">• Questions which a referee from an academically selective school will be asked as part of the confidential reference request• Verification of a candidate's employment history
Knowledge of, and experience of teaching Biology at GCSE and at A Level	<ul style="list-style-type: none">• Opportunities at interview to recount experience of teaching and of successful strategies used in teaching these topics
A willingness to prepare pupils for BMAT, the NSAA and other related tests	<ul style="list-style-type: none">• Questions at interview relating to the requirements of the tests and possible methods of preparation
A willingness to be involved in the wider life of the department (eg Biology Society, visits)	<ul style="list-style-type: none">• Opportunities at interview to recount experience of running or participating in such activities or to give ideas for these

3 Person specification for teaching posts at Highgate

Highgate seeks to appoint teachers who will have the following proven qualities, or the potential to develop them. At interview, candidates will have the opportunity to demonstrate or give an account of these attributes.

- The energy, dynamism and stamina to contribute fully to the life of a busy co-educational independent day school.
- Willingness to contribute to the extensive range of activities provided for pupils and to support them in their co-curricular pursuits.
- Capacity for industry and initiative in both independent work and as part of teams of colleagues in academic work, pastoral care, sports and co-curricular activities.
- Profound and continuing interest in the academic subject / s to be taught.
- The depth of knowledge and agility of mind to allow flexibility in lessons, adapting delivery as appropriate in the light of pupils' responses.
- Empathy with pupils across the age and ability spectrum at Highgate and the ability to implement a range of teaching strategies to cater for each individual pupil.
- Awareness and understanding of matters relating to the personal, social, health and emotional development of Highgate's pupils.
- General knowledge of Child Protection issues and good practice, particularly relating to professional obligations on safeguarding the welfare of each child and avoiding guarantees of confidentiality in any disclosure.
- Capacity to deal sensitively with problems raised by pupils, in line with Highgate's pastoral policies and sanctions system, working in partnership with Highgate's designated staff i/c pastoral care.
- Ability to create effective rapport and a sound relationship with pupils, earning their respect and trust but maintaining proper professional boundaries by not deliberately courting popularity or friendship.
- Willingness and ability to liaise effectively and professionally between pupils, staff and parents when required, making accurate records of these exchanges.
- Patience and thoughtfulness to see any issues that may arise with pupils, parents or colleagues from a variety of perspectives.
- The ability to de-fuse difficult situations using different strategies such as careful listening, sensitive use of humour, praise and recognition where due, utilising the School's reward system.
- Retention of a sense of perspective and, on occasion, the invaluable ability to laugh at oneself.