



Lancing College

Appointment of Teacher of Biology
commencing 1st September 2024



The College

Lancing College, which is part of the Woodard Corporation (which now consists of 21 independent schools and 5 academies), stands in an impressive and spacious downland estate, which includes playing fields, residential properties, and an area managed as an educational farm. It is a stunningly beautiful place to work.

The College is friendly, ethical, vibrant, and outward-looking. We act with integrity and treat each other with respect, valuing diversity and rejecting discrimination. We are fully committed to creating and promoting a diverse and inclusive workforce that reflects both our local community and our cosmopolitan student body. Applications are welcome from all suitably qualified candidates regardless of age, race, disability, sex, gender reassignment, sexual orientation, religion or belief, pregnancy and maternity and marital status.

The distinguished Victorian buildings, including the spectacular Chapel (which was begun in 1868 and finished in 2021), are a familiar south coast landmark. The nineteenth century core has been complemented regularly by new buildings and extensions.

The College recruits a 13+ (Year 9) entry of approximately 105 and an additional Sixth Form (Year 12) entry of about 50. There are ten houses (seven boarding houses, and three day houses). The College was graded 'excellent' in all categories and sub-categories in the 2017 integrated ISI inspection document which can be found here: <https://www.lancingcollege.co.uk/lancing-college/about/inspections>.

The school roll currently stands at its largest for many years with 600 pupils in the College. The senior school is 60% boarding pupils and 40% day pupils. The family of schools also has 277 day pupils on roll at Lancing Prep at Hove and 214 day pupils on roll at Lancing Prep at Worthing. The College is fully co-ed and is around 55% boys and 45% girls.

Academic standards are consistently high: A* - B grades at A Level averaging circa 80% over the last decade.

Each year the College offers several academic scholarships and similar awards for Art, Music, Drama and Sport as well as for All-rounders, all of which may be enhanced by means-tested bursaries.

The Headmaster, Mr Dominic Oliver, has been in post since September 2014.

The Appointment

We are seeking to appoint a full time teacher of Biology. The successful candidate will be expected to contribute to the wider life of the Biology Department as well as to the College's extra-curricular programme.

Science at Lancing

Staff

There are currently 18 teachers across the whole Science Department and each of the three subjects is supported by its own full-time technician. Each Science has an individual Head of Department and are directly line managed by the Head of Science.

Teaching Accommodation

The Science Department has 12 laboratories, a computer suite, and prep rooms dedicated to each department along with a chemical store. Digital projectors are provided in all teaching laboratories and there are interactive white boards in the Science computer suite and all of the teaching labs. In addition, each teacher is provided with a Microsoft Surface Pro and students bring their own devices to lessons.

Examinations

Pupils in the Senior School (about 110 in each of Years 9, 10 and 11) follow all three sciences up to GCSE. Pupils in Year 9 for Physics follow a foundation course in preparation for the GCSE courses in Years 10 and 11 whilst Biology and Chemistry start the GCSE content in Year 9. We currently follow the AQA Science GCSE specifications with students either opting for the Combined Science or Separate GCSE science qualifications and are guided in this choice by recommendation from their subject teachers as well as discussion with parents, tutors and Housemasters or Housemistresses. Students make their choice at the end of Year 9.

Pupils are set by ability in the Senior School and set size normally averages 20 pupils or less. In the latest GCSE examinations, the Science Department achieved a 94% pass rate (9-5) across all science GCSE qualifications, with 98% grade 9-5 in separate Biology GCSE.

At A Level we also follow the AQA specification and run a field trip at the end of Year 12 so the students have the opportunity to experience field work first hand and complete some of their Required Practicals. We normally have around 30 students across 3 teaching sets at A-level.

In the latest A-level results, students achieved 100% pass rate with 81% of the students achieving A*-B grades.

Extra-curricular and support activities

Each department holds regular afternoon clinics. The Department is keen to develop links with local companies and visits have been arranged for interested pupils from time to time, for example to Drusilla's. Visiting speakers are invited to give lectures of scientific interest to appropriate groups on an occasional basis and visits are arranged to evening lectures at local Universities (in particular the Universities of Sussex and Brighton).

The Biology Department organises an annual Medical Conference and the whole Science department holds an annual Prep School Science Challenge which has proved very popular amongst local preparatory schools. There is also an annual essay prize competition (the BCC prize) for Sixth Form scientists at Lancing and this attracts a strong entry. We encourage individual pupils to attend courses of scientific interest and to enter competitions organised by universities and other outside organisations.

The Biology Department

Departmental Aims

The Department aims to present its pupils with a stimulating learning experience in which they are encouraged to develop their knowledge and understanding of the subject. We encourage pupils in their pursuit of Biology and aim to develop their understanding of the scientific basis and breadth of knowledge embraced by the subject and its economic, ethical and social implications. We encourage them to think logically, to analyse and evaluate data, and to take responsibility for their own learning as so to fulfil their potential in the subject.

Staff and Facilities

The Department currently comprises seven well-qualified and enthusiastic teachers supported by an experienced technician who services practical requirements and maintains stocks of equipment. The Department is well supplied with current student textbooks while the College Library has an extensive stock of texts for reference and extended reading.

The Department occupies four laboratories and is very well resourced for the teaching of practical Biology.

Teaching Methodology, Observation and Quality of Learning

The underlying philosophy of the Department is to promote an enjoyment of learning, to which end a variety of teaching approaches are used. We are committed to developing teaching methods to ensure that pupils are able to learn effectively whilst in our care. In order to develop a departmental approach to the learning process, we have adopted a policy of regular lesson observation within the Department so that good practice can be shared. Members of the Department also share ideas and resources on an informal day-to-day basis and this is backed up by departmental meetings and opportunities for INSET/CPD. Each member of the Department brings their own unique experience and enthusiasm to the teaching situation and so teaching and learning within the department is rich and varied.

Learning is reinforced by regularly setting the pupils tasks which consolidate the ideas that are met in class, and the aim is always to mark and return their work by the next lesson. Some pupils are challenged by aspects of the subject and so extra support is offered outside normal lessons, either at one of the regular Biology clinics or by individual appointments with the set teacher.

During GCSE and A-Level courses, targets are discussed and set for each pupil with the aim of encouraging the individual to fulfil their potential. Targets are agreed with the pupils and performance against the targets is monitored. Suggestions to help the student improve their progress are offered where appropriate.

For extra support at A-level, we run the Darwin and Linnaean society. The idea behind Darwin is to provide an opportunity to re-cap content covered in Lower Sixth, including any Required Practicals that may have been missed. Linnaean is to extend and challenge our top students, particularly those who may be considering an Oxbridge Science degree.

Learning Support

The Department works closely with the Learning Support Coordinator to identify those students requiring extra help through differentiation, which is a key aspect of our duty to the students. Gifted students are identified and encouraged to stretch themselves and to enter for both internal and external competitions; for example the various levels of Biology Olympiad, and the Biological Science essay competition.

Job Description

The Teacher of Biology is responsible to the Head Master through the Head of Biology, Head of Science and Deputy Head.

Key Skills and Qualities required

- An excellent classroom practitioner (or with the potential to become one) with a genuine passion for Biology, able to lead by example and inspire pupils.
- A strong degree in a relevant discipline with post-graduate qualifications and experience desirable.
- A good team player with the ability to lead and work with a small team but also to work independently.
- Outgoing and positive in personality with the vocation, enthusiasm, and gravitas to be an outstanding ambassador for the College.
- Kindly, approachable, and measured in manner with the ability to form strong working relationships with pupils, colleagues, and parents.
- Organisation, discretion, flexibility, and attention to detail.
- Excellent skills in oral and written communication.
- Willingness to contribute to the extra-curricular life of the College.
- Confident proficiency with using Microsoft Office, especially Outlook, Word, and Excel. Training will be given on the College's Management Information System (iSAMs) and on the use of a surface pro which staff are given.

Terms and Conditions

- The starting salary will be commensurate with the experience of the successful candidate. The Lancing College salary scales currently range from £32,011 to £65,415 per annum. Members of staff appointed on the first six points of the Lancing Scale can expect to move one point up the scale each year (in addition to any inflationary award made by the Governing Body and subject to satisfactory progress) until they reach Point 6 (£45,929 per annum). Thereafter salary increases (other than inflationary awards) are made as a result of a biennial salary review process.
- The School currently provides access to the Teachers' Pension Scheme administered by Teachers' Pensions and governed by the Teachers' Pensions Regulations 2010 as amended from time to time. This may be subject to change on reasonable notice. Any increases in employer contributions from April 2024 onwards are funded by the teacher themselves.
- The School also provides an alternative defined contribution pension which is currently with Royal London. Teachers in this pension can adjust the School's contribution and their own contribution, within certain limits, to increase or decrease their own take home pay/ pension allocation – this is also known as a total reward package. Teachers in this scheme are also part of the School's death in service and income protection schemes.

Any advance queries about these arrangements can be made via the HR department.

- Accommodation *may* be available although rent and bills are normally payable. Meals are provided for resident staff during term time.
- As may be consistent with the entry conditions of the School, and at the discretion of the School, up to two children may be educated as day pupils at Lancing College for the payment of 33.33% of the appropriate fees. Means-tested fee remissions for additional children subject to the availability of places may be applied for. In addition, and as may be consistent with the entry conditions up to two children may be educated at Lancing Prep at Worthing for the payment of 50% of the appropriate fees. Sibling discounts are not available in addition to this. Wraparound care for up to two children will be provided free of charge. This remission does not apply to care outside School terms. At Kindergarten and Nursery level the remission is conditional on the Nursery Grant being claimed from East or West Sussex County Council, being allocated to Lancing rather than any other provider, and subject to the maximum fee discount allowable under HMRC rules. Means-tested fee remissions for additional children subject to the availability of places may be applied for. Any decision to grant fee remission shall be at the sole discretion of the School and shall be exercised by the Governing Body. In the case of part time teachers, any fee remission will be pro-rata to the Teacher's weekly hours.
- The College operates a medical health insurance scheme. Staff are eligible to join after three months' service. The College will pay for membership, but this is regarded as a benefit in kind and is therefore taxable.

- Probationary Period - the employment will be subject to a probationary period of one year during which time the College may terminate the employment by giving in writing no less than four weeks' notice and the member of staff may terminate the employment by giving in writing no less than one term's notice.

Further Information

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. Any offer of employment will be subject to an enhanced DBS disclosure which the School considers satisfactory, the receipt of satisfactory references, the school's pre-employment medical questionnaire and sight of relevant original ID documentation and degree certificate(s).

Applicants who have lived outside of the UK in the past 10 years will be required to provide a Police Check from their country of residence. In addition, and where applicable, successful candidates will be required to produce a 'letter of professional standing' issued by the relevant professional regulatory authority as proof of past conduct.

Lancing College conducts online searches for shortlisted candidates. This check is undertaken based on the requirements set out in Keeping Children Safe in Education 2022. The check helps us to ensure safe and robust checks on the suitability of individuals to work within our School.

To minimise unconscious bias or potential discrimination issues, a person who will not be on the appointed interview panel will conduct the search and will only share information when findings are of a concern. The appointed panel may explore any concerns passed to them as part of our due diligence process.

The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands, and final warnings (including those which would normally be considered "spent" under the Act) must be declared. If you have a criminal record this will not automatically debar you from employment. Instead, each case will be assessed fairly by reference to the School's objective assessment.