



St Wilfrid's
Church of England Academy

Teacher of Biology



CANDIDATE INFORMATION



Dear Applicant,

I am delighted that you have expressed an interest in working at St Wilfrid's Church of England Academy.

As a successful school with a growing Sixth Form, we are seeking to appoint an exceptional teacher of Biology to join our team of scientists. The successful candidate must be a talented teacher who can convey their passion for their subject to our students which in turn will foster their love of Biology and develop their scientific disciplines, which will lead to exceptional outcomes at KS5.

At post-16, science is a subject many students choose to study, with Biology being the most popular option. Our motto for the Sixth Form is, 'big enough to challenge, small enough to care'. In reality this means that each member of staff strives to provide an exceptional learning experience so that our students leave us with the qualifications, skills and the character to not only be successful in their next stage, but to thrive in the future.

We achieve great results by working collaboratively, learning from each other and equipping staff with the CPD to improve their subject pedagogy. In an educational landscape where change is constant, we attempt to keep the 'main thing the main thing', addressing practice and behaviours which will make a difference in a strategic, time-efficient manner.

As an Academy we benefit from purpose-built accommodation, which we have enhanced further through the development of an immersive classroom space and an iMac suite as well as a new block providing additional classrooms. All students at KS3 and KS4 have a 1:1 mobile device; this is an example of our commitment to use modern technology to maximise learning, whilst maintaining a balance with traditional practice to bring about examination success.

We hold true to our vision as we seek to provide a community where all thrive. Visitors to St Wilfrid's comment on the calm and purposeful environment, the friendly nature of our students and the welcome extended by our staff. We are looking for a high-calibre, enthusiastic teacher of Biology with a proven track record of inspiring students to realise their full potential and who wishes to be part of the success story of St Wilfrid's.

If you were to be appointed, you will join a team of highly-skilled practitioners, who are all qualified graduates in their fields. As a successful teacher at A-Level you will be a key player in developing pedagogy in your field. You will also be expected to contribute to the GCSE programme in order to enthuse students in their studies and recruit to the science subjects at A-Level. Furthermore, you will inspire our students beyond the parameters of your classroom, through external visits, bringing in inspirational visitors or running extracurricular activities. We warmly welcome applications from colleagues who have experience of Exam Marking at KS5 or would be eager to gain this.

A significant recruitment and retention allowance is available for a suitably experienced candidate, you may wish to discuss this and/or visit the Academy ahead of submitting an application and this would be very welcome. Please contact Mrs C Holt, PA to the Principal, via cholt@saintwilfrids.com who will arrange this. The closing date for applications is 12 noon on Monday 23rd September 2019.

If you are interested in moving the Academy forward and believe in making the learning tomorrow better than it is today, I would warmly encourage you to apply for this post. Please submit the Teaching Staff application form, which can be downloaded from the Academy website, along with a letter of application of not more than two A4 sides detailing how your experiences to date qualify you for the post.

I look forward to receiving your application.

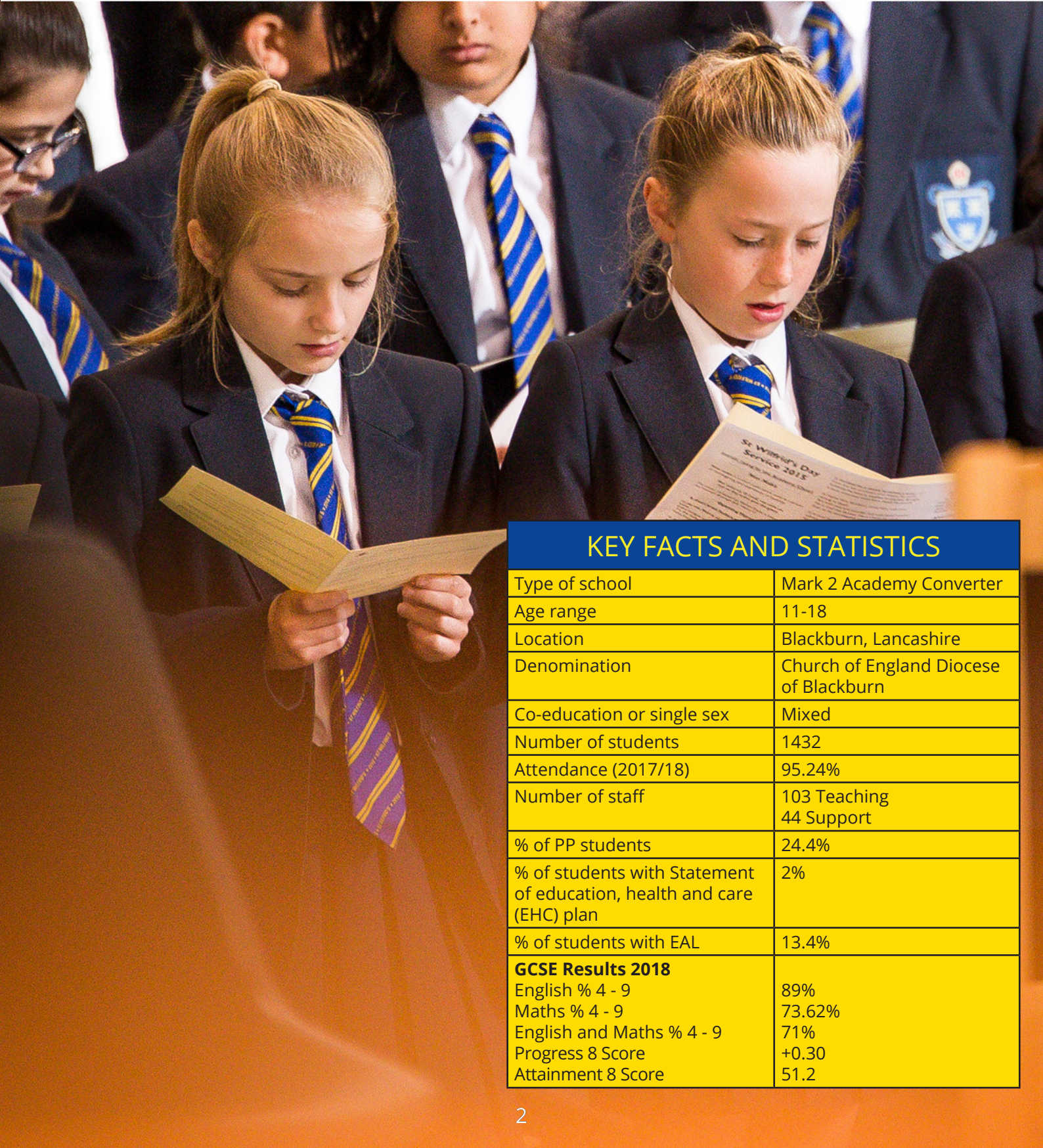
Yours faithfully,

Miss C Huddleston
Principal

Lord direct us to *live* life to the full

“ The Christian ethos at the Academy helps give us a sense of security and moral guidance that we can carry through for the rest of our life. ”

Olivia - Year 13



KEY FACTS AND STATISTICS

Type of school	Mark 2 Academy Converter
Age range	11-18
Location	Blackburn, Lancashire
Denomination	Church of England Diocese of Blackburn
Co-education or single sex	Mixed
Number of students	1432
Attendance (2017/18)	95.24%
Number of staff	103 Teaching 44 Support
% of PP students	24.4%
% of students with Statement of education, health and care (EHC) plan	2%
% of students with EAL	13.4%
GCSE Results 2018	
English % 4 - 9	89%
Maths % 4 - 9	73.62%
English and Maths % 4 - 9	71%
Progress 8 Score	+0.30
Attainment 8 Score	51.2



LEARNING AREA: SCIENCE

The Science Learning Area is a fabulous place to work with a committed team of subject specialists who are passionate about their subject and are keen to share that passion with students. The team care deeply about each other and are fully focussed on ensuring every effort made in our area is one which is of benefit to students and staff alike.

Staff	13 specialist teachers, 3 lab technicians		
Structure	Learning Area Co-ordinator working alongside KS3, KS4 and KS5 Co-ordinators		
Examination courses for KS4	We follow AQA trilogy and separate sciences for years 9, 10 and 11 set out in a spiralling curriculum.		
Examination courses for KS5	We offer 3 A-Level courses from OCR: Biology Chemistry Physics		
GCSE examination results		2016 A*-C	2017 A*-C
	Biology	98%	97%
	Chemistry	94%	98%
	Physics	90%	91%
	Science (Core)	96%	79%
	Science (Additional)	85%	84%
A-Level examination results (2017)		A-B	A-G
	Biology	31%	100%
	Chemistry	56%	100%
	Physics	67%	100%
Teaching areas	All lessons at KS3, KS4 and KS5 are taught in specialist rooms and teaching staff have a lab base for the majority of their lessons. All rooms have projection systems and full connectivity to facilitate the use of 1:1 devices and Apple TV.		
Timetable structure	Lessons are taught on a weekly timetable. KS3 Three periods per week KS4 Four periods per week (combined) Six periods per week (Triple Science) KS5 Five periods per subject per week Lessons are 1 hour long (except Tuesdays 50-55 minutes)		
Enrichment	Year 7 Stem Club Year 8 Stem Club Year 9 House competitions during science week Year 11 Dissection Club, Biology Careers Club, Physics Club, Weekly revision sessions Year 12 Dissection Club, Biology Skills Club, Physics Club, Chemistry Revision Year 13 Physics Club, Chemistry Revision Extracurricular Visits: Y7 Blackpool Zoo, Y11 Chemistry visit to UCLAN, Y12 Biology challenge at UCLAN, Y13 Biology field course		
Intervention	We utilise a range of in-class intervention strategies to support learners. We also run a series of intervention programmes for vulnerable cohorts of Year 11 to ensure they realise the best possible grades at GCSE.		



Job Title:
Teacher of Biology

Reporting to:
Learning Area Coordinator

Salary:
MPR/UPR.

A significant recruitment and retention allowance is available for a suitably qualified and experienced candidate

Contract:
Full Time – To start January 2020 or sooner

Main Purpose:

To impact positively on student achievement and attainment through planning and developing high quality lessons, using a variety of approaches to continually enhance teaching and learning.

1 Key Responsibilities

1.1 Plan teaching to achieve at least good progress in students' learning

1.2 Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well focused teaching and the development of positive and productive relationships

1.3 Use a variety of teaching methods and resources, including 1:1 devices, which sustain the momentum of students work and keeps all students engaged

1.4 Use assessment information to inform planning and maximise progress

1.5 Mark and monitor students work providing constructive feedback and setting appropriate targets to maximise progress

1.6 Contribute to the development and evaluation of Schemes of Learning, particularly around KS4 & KS5 Biology

1.7 Be familiar with the statutory assessment and reporting requirements and be able to communicate effectively with parents

1.8 Attend and contribute fully to meetings and parents' evenings as required

1.9 Carry out the roles and responsibilities of a Form Tutor

1.10 Contribute to the wider life of the Academy and uphold its Mission Statement. Particularly promoting events that will foster a love of Biology, for example external visits, bringing in inspirational visitors or running extra curricular activities connected to science



2 Wider Responsibilities

2.1 Support the Academy House System

2.2 Provide pastoral support for students to the best standard possible

2.3 Actively support and promote the Christian ethos of the Academy

2.4 Actively promote the Academy within the community

2.5 Be aware of and adhere to policies and procedures relating to Safeguarding, Child Protection, Health and Safety, Confidentiality and Data Protection, reporting all concerns to the appropriate persons

2.6 Fully participate in the Academy's Appraisal programme

2.7 Undertake any other duties and responsibilities as required that are covered by the general scope of the post

2.8 Undertake any other reasonable duties as required, that are covered by the general scope of the post or at the request of the Principal

3 Developing Oneself and Working with Others

- 3.1 Evaluate one's own teaching critically and use this to improve effectiveness
- 3.2 Treat people fairly, equitably, with dignity and respect, to create and maintain a positive culture within the Academy
- 3.3 Develop and maintain a culture of high expectations for all and take appropriate action when performance is unsatisfactory
- 3.4 Review one's own practice, set personal targets and take responsibility for one's own personal development
- 3.5 Manage one's own workload and that of others to allow an appropriate work/life balance



4 Securing Accountability

- 4.1 Fulfil commitments arising from contractual accountability to the governing body

5 Strengthening Community

- 5.1 Create and maintain effective partnerships with parents and carers to support and improve students' academic achievement, in addition to their spiritual, moral, social and cultural development

This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be changed at management's discretion in the future. The appointment is subject to the current conditions of employment in the current School Teacher's Pay and Conditions.

Person Specification

This person specification lists the requirements that are necessary to do this job and how these will be assessed (Application - A, Interview - I and References - R).

In the application and supporting statement, the applicant should state clearly how they meet the requirements being assessed by APPLICATION. The panel will reach a decision on whether or not to short-list the applicant based on the information that is provided in BOTH the form and the statement.

CRITERIA	ESSENTIAL / DESIRABLE	A / I / R
QUALIFICATIONS AND TRAINING		
5 good GCSEs (or equivalent) including English and Mathematics	E	A
A-Levels or equivalent	E	A
QTS Status	E	A
An ability to pass a DBS check (non-negotiable)	E	A
Science Degree or equivalent	E	A
EXPERIENCE		
Be an excellent teacher demonstrating enthusiasm and a commitment to education which is contagious	E	I
Have experience of teaching Biology up to KS4	E	A / I
Have experience of building and sustaining effective relationships with colleagues	E	A / I
Have experience of teaching Biology up to KS5	E	A / I
Have experience of teaching in an 11-18 environment	D	A / I
Have experience of marking at KS5 (Biology)	D	A / I
SKILLS AND ATTRIBUTES		
Have strong analytical and problem-solving skills	E	I
Have excellent communication and interpersonal skills	E	I
Have a clear understanding of safeguarding procedures	E	A / I / R
Have an ability to motivate young people	E	A / I / R
Have demonstrably high professional standards	E	A / I / R
Have effective communication skills, both written and verbal	E	A / I / R
Have an up to date knowledge of curriculum developments - specifically regarding Biology	D	A / I
Have the ability to research innovative practice	D	A / I
Have good IT skills	D	A / I / R
PERSONAL QUALITIES		
Be passionate about Science, in particular Biology	E	A / I
Be able to actively support and promote the Christian Ethos of the Academy	E	A / I / R
Be a team player used to working collaboratively	E	I / R
Be a resilient and reflective individual	E	I / R
Be willing to undergo training as necessary	E	A / I
Possess a good sense of humour	E	I
Be able to lead by example and demonstrate professional values, securing the ethos of the Academy	E	A / I / R
Have energy, tenacity and the ability to work under pressure	E	I