



KINGSWOOD
BATH

JOB DESCRIPTION: TEACHER OF BIOLOGY (MATERNITY COVER)

LOCATION:

Kingswood Senior School

RESPONSIBLE TO:

Deputy Head Academic

JOB PURPOSE

- To teach Biology throughout the School up to A-Level. This is a full-time post commencing in the second half of the Spring Term 2025 and is available for a period of up to one year, or the return of the post holder whichever is earlier.
- The successful candidate will be a well-qualified and committed teacher who is keen to communicate their enthusiasm for the subject, whilst supporting and encouraging students of all abilities.
- The department embraces the best in modern approaches to teaching and learning, and is constantly reviewing teaching materials to keep up to date with national and international developments, along with the latest thinking in pedagogy.
- To contribute to all aspects of life in a busy boarding and day school, including the co-curricular programme.

DEPARTMENT INFORMATION

The Department currently has two other full-time members and three part-time members of staff. There is also a Biology Technician supporting the department.

The Department occupies three well-equipped modern laboratories with access to a fourth shared Science Laboratory as well as a Lecture Theatre, two prep rooms and a staff study space. Access to the School's ICT (Information and Communications Technology) rooms is possible using a booking system, and the Science faculty has its own class sets of iPads. The department is well stocked with all the usual scientific materials as well as lots of specialist equipment - moticonnect cameras to record live experiments and for use with the microscopes, a spirometer, biotechnology electrophoresis kits and data logging materials, including a wireless heart rate monitor. There is also a Biology Resources Room which our Sixth Form students use for independent study and one to one tutorials.

At Kingswood, our emphasis is about bringing the subject to life by giving pupils opportunities to learn by carrying out experiments, making observations, and then drawing conclusions.



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As Biologists, we recognise that we are all different as a result of our unique DNA and so, as far as possible, we tailor classroom resources to each individual. We use a range of teaching styles in lessons, including teacher led, pair and group work activities, practical tasks and ICT based assignments. We have developed a number of 'Retrieval' materials and encourage pupils to develop their own revision strategies.

At KS4 the pupils follow the Edexcel iGCSE Biology courses with 4 x 55-minute periods over two weeks in Year 9 and 5 x 55- minutes over two weeks in Year 10 and 11. Maximum class size at this level is 24. Pupils are taught in sets according to their ability in both Year 10 and Year 11. There are 6 sets per year group and setting is reviewed twice a year. Pupils in Year 10 take part in the National Biology Challenge Competition.

Biology IGCSE (Edexcel)

Year	Topics Taught
9	Characteristics & Variety of Life, Cells, Movement of Molecules, Gas Exchange and Transport in Humans, Biological Molecules, Enzymes, Diet and Digestion
10	Respiration, Photosynthesis, Gas Exchange in Plants, Coordination & Response, Plant Transport and Responses, Ecological sampling, and Cycles, Reproduction
11	Use of Biological Resources, Inheritance followed by revision of whole iGCSE specification including developing examination technique for both Papers 1 and 2

Biology A-Level (OCR A specification)

Many students opt to take Biology at A-Level every year. Over sixty students are currently studying the subject in the Lower and Upper Sixth spread across six mixed ability teaching groups. Each group has 12 x 55-minute lessons over two weeks taught by two teachers.

There is a large emphasis on practical work, initially helping students to develop skills and ultimately assessing them for the Practical Endorsement.

The Department seeks to stretch the more gifted students at Sixth Form Level with a number of synoptic tasks. Students are offered a programme of enrichment seminars and a dissection club in the Lower Sixth as well as additional sessions in the Upper Sixth for potential University interviews. The Department has enjoyed success in preparing candidates for Oxbridge Entrance, and a significant number of students every year opt to study Biology or Medicine at Russell Group institutions. Pupils in the Sixth Form are given the opportunity to enter the National Biology Olympiad competitions. Various external speakers are invited to give presentations at the Science Society.



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Trips

We are developing our programme of trips to enrich students across all year groups.

We are launching our first overseas trip as a department for July 2025 to the Azores, exploring marine conservation.

KEY DUTIES & RESPONSIBILITIES

- Have a collaborative approach to the planning of units of work;
- Bring individuality and creativity to lesson planning;
- Increase students' confidence in all aspects of Biology studies;
- Foster a love of learning and a love of Biology within students;
- Develop independent learning skills within students;
- Mark, record and monitor pupils' work in accordance with department policies;
- Report on student progress in line with reporting policies;
- Attend Parents' Evenings, as appropriate.

It should be noted that this is not a definitive list; your duties will be at least those listed above.

You will be expected to:

- Conduct yourself with professionalism, tact, and diplomacy at all times as a representative of Kingswood
- Observe health and safety procedures and always work safely
- Comply with all school policies and procedures including reporting any concerns to the appropriate person in relation to those covering child protection, health, safety, welfare, security, confidentiality and data protection.

THE IDEAL CANDIDATE

ESSENTIAL QUALIFICATIONS, EXPERIENCE AND SKILLS

You will have:

- A University degree
- Specialism in Biology
- Experience of teaching within the British Education System
- Recent experience of GCSE and A-Level teaching through current post or ITT (Initial Teacher Training) placement
- The ability to work independently and proactively and as part of a team
- Excellent interpersonal skills and an ability to interact appropriately with others within the school community
- Knowledge of national changes to Biology education (desirable)
- Flair and creativity in lesson planning (desirable)



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KEY COMPETENCIES

- Desire to share and contribute ideas
- Uphold and live the Kingswood values and ethos
- Commitment to equal opportunities and anti-discriminatory practice
- Flexible and with a 'can do' attitude
- Evidence of appropriate professional development
- Supportive of the Christian ethos of the school
- Open to new ideas and practices

PAY & BENEFITS OF SERVICE

Kingswood School has high expectations of staff and looks to reward them with beneficial conditions of service.

- A six point pay spine for teaching staff with a number of generous allowances for staff taking on additional management responsibilities.
- Meaningful, personalised professional development and coaching.
- All teachers are offered membership of a generous pension scheme.
- Generous remission of fees at Kingswood Schools for children of employees (subject to the normal competitive entry requirements being met and availability). Please note that remission of school fees is not a contractual entitlement; the Governors reserve the right to vary the rate of remission or to withdraw it altogether.
- All staff enjoy free meals provided in the Dining Room with refreshments available throughout the day.
- Staff are welcome to make use of the leisure and sports facilities (which includes a swimming pool, gym, and tennis courts) set within the beautiful School grounds.
- Parking available around the School site.
- Cycle Scheme in line with the Government's Cycle to Work initiative.
- Employee Assistance Programme, an independent, free and confidential advice service that can offer both practical advice and emotional support.
- Kingswood has a strong sense of community and there are many ways to be involved whether through sport, music, or social events.

CHILD PROTECTION

It is your responsibility to help promote and safeguard the welfare of children and young persons for whom you are responsible, or with whom you come into contact, and to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times. If, in the course of carrying out the duties of the post, you become aware of any actual or potential risks to the safety or welfare of children in the school, you must report any concerns to the School's Designated Safeguarding Lead. Protecting children from the risk of radicalisation is part of the School's safeguarding duties (under the Prevent Duty).



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APPLICATION PROCESS

Please visit our website <https://www.kingswood.bath.sch.uk/about-us/employment-opportunities> to read our policies for **Recruitment, Selection and Disclosure Procedure**, and **Child Protection and Safeguarding Policy including EYFS (Early Years Foundation Stages)**.

Please apply using the 'quick apply' button on TES [Kingswood Senior School - Tes Jobs](#)

The closing date for applications is Friday 29 November 2024, midday

If you have any questions about the recruitment process, please contact Nicola Carr, Recruitment Co-ordinator, on 01225 734350 or email recruitment@kingswood.bath.sch.uk

Kingswood is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS)

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children."

As an equal opportunities employer, Kingswood School is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We offer a welcoming and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply.