



Teacher of Biology

Required from September 2018

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School Information

What sort of a school is Birkdale?

Birkdale is a very successful and friendly day school of 830 + pupils: boys 4 – 18 with a co-educational Sixth Form. Since its foundation in 1904 it has grown and flourished with academic, pastoral and extra-curricular developments being underpinned by an ambitious programme of physical development across its three sites in south-west Sheffield : the 11-18 (Y7 to Y13) Senior School, the 4-11 (Reception to Y6) Prep School, and the playing fields. The School has a strong Christian ethos. Birkdale is the only HMC (Headmasters' and Headmistresses' Conference) school in South Yorkshire. The Head of the Preparatory School is a member of IAPS (the Incorporated Association of Preparatory Schools).

Why teach in Sheffield?

Visitors to Sheffield frequently comment on its greenness: there are in fact more trees per person here than in any other English city. Birkdale is located in an inner suburb close to the Universities, 1½ miles from the city centre and 4 miles from the Peak District National Park. Indoor and outdoor leisure facilities of all kinds - from theatres and restaurants to sailing and hill walking - could hardly be closer at hand, making the quality of life very good indeed.

Why teach in an independent school?

There are undoubtedly particular advantages enjoyed by independent schools and their staff. A survey of newly qualified teachers revealed five main attractive features of teaching in an independent school: the more disciplined environment, the opportunity for teachers to express their passion for their subjects, good resources, smaller class sizes and greater professional freedom. In common with most independent schools, Birkdale offers a fully accredited statutory NQT induction programme.

What are Birkdale's academic standards?

The expectation is that nearly all pupils, having entered the school at various ages, will progress through to A level. The GCSE pass (A*-C) rate is consistently around 99%, with the proportion of A* or A grades around 60%. Twenty-eight A level subjects are offered. Most students start with four academic subjects in the lower sixth leading on to three or more A levels in the upper sixth. A level students can also take a wide range of unexamined enrichment courses or the Extended Project Qualification. The A level results are very good with around 85% of entries resulting in A*-C grades. Setting is extensively employed at both Prep and Senior Schools.

What happens outside the classroom?

The school's academic emphasis, although important, is not exclusive. The extracurricular activities programme caters for most interests; sports, music, drama and outdoor pursuits flourish. All members of the teaching staff are expected to contribute to the wider life of the school beyond their academic commitment, with many activities occurring in the evenings and at weekends.

Does Birkdale offer the opportunity for teachers to develop professionally?

A coherently constructed appraisal scheme exists partly to enable teachers to think about and develop their careers: as teachers develop, so does the school. There is a generous annual budget for staff training and development.

What makes Birkdale special?

The Christian ethos of the school manifests itself in the particularly friendly and supportive atmosphere. A good proportion of the staff are committed Christians, although as a community Birkdale is open to all, whatever they believe. The school is strongly committed to the care of our pupils and of our staff.

The Appointment

A vacancy arises from September 2018 for an enthusiastic and well qualified teacher to teach Biology to GCSE and A Level, and Y7/Y8 Science. Applications are welcome from newly qualified teachers, for whom a statutory induction programme is available, or from more experienced teachers.

There are twelve academic members of staff in the Science Department: The Head of Science who is also Head of Physics, the Head of Chemistry, the Head of Biology and nine teachers. They are supported by three technicians. Virtually all science lessons are taught in the school's laboratories which are housed in three buildings: five in a Science block with an additional Physics lab close by, and two labs for AS/A level Chemistry and Biology in an adjacent building. Pupils are taught in small classes typically of 18 in Y7-Y9, 20 at GCSE and a maximum of 15 for AS and A2 classes. The pupils are grouped by ability for Y7-Y11.

An in-house Science course is followed by all pupils in the Lower School (Y7-Y8) on a six period allocation with one teacher for each set. In the Middle School (Y9-Y11), Science is taught by subject specialists in one double period per week for each discipline in Y9 and three periods per week (one double, one single) in Y10 and Y11, leading to either two (AQA Core and Additional Science) or three (AQA Biology, Physics and Chemistry) GCSEs. Either course provides an effective base for AS/A2, where AQA specifications are also followed. The numbers of students opting for Sciences at this level are high.

The standard of students' work in Biology is very high and this is reflected in the fine public examination results. Biology is very popular at A-level with almost 40% of lower sixth pupils taking the course. In 2017 the Department achieved 53% A*-A grades at A level with 93% A*-B grades in GCSE Biology. It is well-resourced and a team of committed teachers ensure that Biology is well-respected within the School.

The generic Job Description / Person Specification for a teacher at Birkdale provides further details of the typical responsibilities.

Generic Job Description / Person Specification for a Teacher at Birkdale School

➤ Job Description for Teacher

- Plan and prepare courses and lessons in accordance with published Schemes of Work.
- Teach the assigned pupils, including setting and marking of work and assessments in line with school policy.
- Assess, record and report on the development, progress and attainment of pupils in line with school policy.
- Promote the welfare and the individual needs of the pupils assigned, following the requirements of the school's policies on Rewards, Behaviour Management, Discipline and Sanctions, Health and Safety and Child Protection.
- Under the direction of the Head of Department, make a full contribution to the work of the departmental team, and to departmental and whole school initiatives including Open Days.
- Contribute to the maintenance of the fabric of classroom and departmental areas through the creation and updating of displays.
- Contribute to the development and maintenance of electronic resources and virtual departmental areas.
- Attend parents' meetings as appropriate to the year group taught.
- Regularly attend assemblies, department meetings, staff meetings and INSED.
- Undertake a range of general duties to enable the smooth running of the school.
- Contribute to the school's programme of extra-curricular activities, some of which occur at weekends or during evenings.
- Act as a tutor to a form, being responsible for morning registration, overseeing and reporting on pupils' pastoral and academic progress and being active in helping the pupils to progress. Teach some aspects of the school's PSHE programme. (This section applies only to teachers taking on the role of form tutor).

➤ Person Specification for Teacher

- Have a good honours degree and a teacher training qualification for the 11-18 age range or a general education degree.
- Be a skilled classroom practitioner, having a good subject knowledge and an awareness of teaching methodology.
- Be in sympathy with the strong Christian ethos of Birkdale School.
- Be able to work within organisational procedures and meet the required standards for the role.
- Be able to work collaboratively and supportively with school colleagues.
- Be able to relate effectively to parents and to pupils.
- Be able to communicate clearly and effectively orally and in writing, and have effective ICT skills for both teaching and administration.
- Have a clear understanding of excellence in teaching and learning.

- Be committed to continual personal and professional development and be reflective and able to learn from past experience.
- Be resilient and demonstrate an ability to work well under pressure.
- Display commitment to the protection and safeguarding of children and young people, and be able to form and maintain appropriate relationships.
- Be able to demonstrate an active interest in extra-curricular activities and a willingness to be involved.
- Be able to demonstrate appropriate pastoral skills.

Other Information and Application Procedure

Salary is on the Birkdale salary scale. A generous remission of fees scheme is available for children of staff. The school is a member of the Teachers' Pension Scheme.

Applications:

We are happy to receive either electronic or hard copy applications: in either format they should:

- be submitted by the closing date of 13 February 2018
- contain **all** of the following:
 - A completed summary application form (available from our website www.birkdaleschool.org.uk/about-us/career-opportunities/) or enclosed for those receiving hard copy application packs).
 - A full curriculum vitae
 - A covering letter of application
 - Contact details for two referees: with e-mail, telephone and postal details. References will normally be taken up prior to interview for all shortlisted candidates.
- be forwarded to Dr Paul Owen, Head Master. The contact details are:
 - headmaster@birkdaleschool.org.uk
 - Birkdale School, Oakholme Road, Sheffield S10 3DH

Pre-employment checks:

Current legislation applying to this post includes the The Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) (England and Wales) Order 2008 and the Asylum & Immigration Act 1996. Therefore, the successful candidate will be required to prove their eligibility to work in the UK and undergo appropriate criminal record checks, including an application for an Enhanced Disclosure from the Disclosure and Barring Service. Details of the documentation etc needed in connection with all the above requirements will be sent to the shortlisted candidates. Prior to taking up appointment, we will then request a declaration about medical fitness, and proof of qualifications from the successful candidate.

We anticipate that interviews will be held week commencing 26 February 2018.