



BRIGHTON COLLEGE

ENGLAND'S INDEPENDENT SCHOOL OF THE YEAR 2019
THE SUNDAY TIMES

DEPUTY HEAD OF BIOLOGY



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THE SCHOOL

Brighton is one of England's leading schools and the oldest public school in Sussex. The College comprises the Senior School, educating 1,000 pupils aged 13–18, and the Lower School, educating 100 pupils aged 11–13.

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The College is proud to have broken its A-level and GCSE results this year. The Times listed us top school for our A-level results, with 97% of grades A*-B. 44% of grades were at A*, which compares to 8% nationally. In The Telegraph, Brighton College shared the top spot in England for the best GCSE results among 2,000 co-educational schools in the country. Our pupils excelled, with 94.49% of grades at 9/8/7. Over 900 9s were achieved in the 2019 GCSE exams, making it the most common grade at Brighton. Not a single paper was failed, with nearly 2,000 GCSEs sat at the school.

The Sunday Times named Brighton College 'England's Independent School of the Year 2019', the second time in a decade the school has won this accolade. The Week magazine named Brighton College 'Most forward-thinking school in Britain' for two year's running in 2017 and 2018. Tatler magazine awarded Richard Cairns the title of 'Head Master of the Year 2012-13', and Brighton College was named UK 'Independent School of the Year 2013-14' at the Independent Schools Awards.

The last full ISI inspection in 2015 awarded the College top grade in every category, including 'Exceptional' for teaching and learning.

There has also been major investment in new facilities over the last ten years. This has seen the construction of five major buildings on the main site, including the new £55m School of Science and Sport, which includes eighteen state-of-the-art laboratories alongside a new sports hall, 25-metre swimming pool, fitness centre and roof-top running track.

A new boarding house opened in 2013 in the College Quad which, together with a new entrance tower completed in 2014, completed the original Thomas Jackson designs of the 1880s. A state-of-the-art Music School opened in 2016, providing pupils with some of the very best musical facilities in the country. The Yeoh Building, including 22 classrooms for maths, history, economics, politics and EAL, alongside an innovative Creative Learning Centre, opened in 2017.

Above all, Brighton is a very happy place. We pride ourselves on being a warm, inclusive and respectful community, where our staff are welcoming and positive and our pupils are intellectually curious and kind.



THE CITY

The College enjoys its location in Brighton, one of Britain's youngest cities and one of the most vibrant in Europe.

A recent national survey identified Brighton as the 'happiest city in the UK' and it regularly features within the top cities for quality of life in the UK. With an extensive beach and seafront, and proximity to beautiful rural areas including the South Downs National Park, the opportunities for recreation and leisure are varied and numerous.

The Staff Common Room social committee organises a regular series of events, from wine tasting to

beach volleyball. Transport links are also excellent, Brighton being within easy travelling distance of London (50 minutes by train), and 30 minutes from Gatwick Airport. Portsmouth, Newhaven and the Channel Tunnel provide accessible links with the Continent.

Brighton is also a university city, and the College has good links with both the University of Sussex and Brighton University. Our annual involvement in the Pride parade has strengthened existing links with the local community.



THE ROLE

Brighton College is seeking to appoint a Deputy Head of Biology. The start date for this role is anticipated to be September 2020.

THE DEPARTMENT

The department consists of 8 members of teaching staff and one full-time technician. Staff have specialisms ranging from plant circadian rhythms to immunology and physiotherapy. The subject is taught throughout Years 7 to 11, with GCSE material taught from Year 9 when we commence the Edexcel 9-1 syllabus. We currently have over 140 pupils studying the OCR Biology at A-Level specification in the Sixth Form.

Public examination results are consistently outstanding. Last year 95% of pupils taking biology GCSE achieved a grade 8 or 9 at GCSE and 96% A*-B at A-Level (100% A*-C). The department also has a very comprehensive support programme for candidates applying to Oxbridge and medicine, with much recent success in this area, alongside pupils making the final of the British Biology Olympiad in 2019.

The department has exclusive use of six brand new laboratories and a preparation room on the top floor of the newly opened School of Science and Sport. The practical emphasis to teaching in the department is further supported by a dedicated glasshouse classroom and an experimental space on the roof of the building. We have a range of activities to explore biology beyond the syllabus, including regular extension activities, external speakers, excellent links to local medical schools and universities, sixth form fieldwork days, and successful participation in national Biology competitions and events.

ROLE SPECIFICATION

The successful candidate will be expected to teach Biology across the curriculum, from Year 7 to A-level. An ability to contribute towards the department's extension programme, including a willingness to support pupils with applications to leading universities (including Oxford and Cambridge), will be a distinct

advantage. All teachers within the Department are expected to assist in the development of Schemes of Work, through the creation of teaching resources and the compilation of content for our virtual learning environment.

All teachers at Brighton College are expected to contribute to the school's pastoral system, generally as a tutor in one of our 14 houses (of which six are boarding houses and eight are day). There is also an expectation that all teachers will contribute to the co-curricular life of the school, through the extensive Games programme, and/or through the leadership of one of almost 100 school societies. Candidates are encouraged to point to interests and enthusiasms as part of their application.

All teachers joining Brighton will have the benefit of guidance by an experienced mentor, whose role it will be to provide support during their probationary period. Thereafter, all teachers are expected and supported to participate in continuous professional development, throughout their time at the College.

ROLE RESPONSIBILITIES

- Alongside the HoD, provide inspirational teaching and leadership within the biology department, not only to consolidate the central position of biology within the school, but also to foster excellence in all that the department does.
- Assist the HoD in the development of the department and its strategic vision, with particular reference to fully utilising the opportunities afforded by the new School of Science and Sport.
- Curriculum development and innovation: working with the HoD to ensure high quality resources are in place to support pupils at GCSE and A-level. Collaborating with the deputies in the other two science departments, and across other departments within the school such as IT, to develop and build innovative cross-curricular opportunities for learning.

THE ROLE

- Overseeing all aspects of the 3rd Form (year 7 and 8) curriculum, including schemes of work, assessment and tracking.
- Helping to write internal assessments for all year groups.
- Help to plan and deliver the department's preparation program for Oxbridge candidates.
- Lead on the development of practical work and demonstrations throughout all year groups.
- Overseeing preparation sessions for, and entries to, external competitions e.g. British Biology Olympiad competitions, essay prizes etc.
- Work with the HoD to devise new and interesting demonstrations/activities for use at Open Morning and Taster Day events.
- Deputising for the HoD in their absence.

PERSON SPECIFICATION

Brighton College is an exciting place to work, and it is our staff who make our community such a vibrant and stimulating environment.

The academic success of Brighton is due to excellent, innovative and well-planned teaching. Above all, therefore, we are looking for individuals who foster a passion for learning and who demonstrate an ability and genuine desire to develop pupils to their fullest potential.

Many teachers joining the College have a proven track record of effective teaching, having obtained excellent public examination results with previous classes. However, we are also equally happy to appoint candidates who are currently on a PGCE, or candidates with no formal teaching qualification. Several members of our teaching staff have pursued different career paths, and have made the move to teaching at a later point. We view this diversity as a strength.

More importantly, in the application process, we will look for candidates who demonstrate the ability to thrive within an environment that staff describe as both invigorating and refreshing. The ability to inspire children, and the willingness to support the ambition, values and breadth of College life, will be of central importance. Successful candidates will be self-reliant, resilient and adaptable.

Beyond this, candidates should have a strong academic record, including a good degree in a relevant subject. Those without teaching experience must be able to demonstrate a genuine interest in young people and teaching. We will look for evidence of the capacity to contribute to the broader life of the College, and for evidence of passion and enthusiasm for the relevant subject.

For the right candidate, there could be the opportunity to work in one of our international schools in due course.



THE APPLICATION PROCESS

Candidates should complete an application form, which is available on our website, and submit it with your CV and covering letter of application addressed to the Head Master to recruitment@brightoncollege.net by **midday on Wednesday 19th February 2020**. Applications will be considered on a rolling basis and early application is therefore encouraged. Interviews are anticipated to commence week beginning **Monday 24th February 2020**.

Any enquiries about the application procedure should be emailed to recruitment@brightoncollege.net or by calling the HR Department on 01273 704386.

Candidates invited to interview will be asked to teach an observed lesson as part of the process. Further information on the observed lesson will be provided in advance of interview.

REMUNERATION

Brighton College has its own pay scale, above the maintained sector. There is also an excellent and flexible benefits package, the contents of which can be controlled by individual teachers themselves. All of our teachers are enrolled into the Teachers' Pension Scheme. The appointee will receive an additional responsibility allowance on top of our normal teaching scale.

SAFEGUARDING AND EQUAL OPPORTUNITIES

Brighton College is committed to safeguarding and promoting the welfare of children and young people, and expects all staff to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure, the receipt of satisfactory references, the College's pre-employment medical question, relevant original ID documentation and examination certificates. The College understands that a robust, fair and transparent recruitment and selection policy plays a central role in achieving this aim.

The College is committed to ensuring that the recruitment and selection of staff is conducted in a manner that is systematic, efficient and effective and promotes equality of opportunity. Our full equal opportunities policy is available on the 'Vacancies' link on our website.





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COLLEGE

England's Independent School of the Year 2019

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