

TEACHER OF BIOLOGY FOR SEPTEMBER 2020

Thank you for showing an interest in this post. We hope that the following information about St Helen's and description of the responsibilities of the post will help you to decide that this is an application which you wish to pursue. We look forward to hearing from you.



THE SCHOOL

St Helen's is an academically selective independent girls' day school of more than 1100 students aged 3-18, set in over 20 acres of beautiful green space in Northwood, Middlesex.

It draws pupils from a wide area of north-west London, Buckinghamshire and Hertfordshire with easy access by Underground from central London.

We aim to ensure that every pupil:

- is excited by learning and the opportunity to excel
- is intellectually curious and thinks independently
- is confident and able to lead as well as be a team member
- has integrity, celebrates diversity and respects others
- uses her talents, energy and enthusiasm for the benefit of the community
- has skills which enable her to become a leader of her community and profession

Our students achieve high academic standards and we encourage them to develop lifelong skills in a diverse range of areas, both within and outside the curriculum, and to pursue their individual ambitions. The School is proud of its tradition of providing a balanced and forward-looking education through which its pupils can become confident, independent learners and leaders in their fields, their professions and their communities. Attention to the individual child is at the heart of everything we do and shapes the pastoral care, teaching and learning and the co-curricular opportunities on offer at St Helen's.



THE SENIOR SCHOOL

St Helen's Senior School caters for approximately 670 pupils from Year 7 to Year 13, including around 160 in the Sixth Form. We accept approximately 100 pupils into Year 7 each year, drawn from both our own Prep School and from a wide range of maintained primary and independent preparatory schools in roughly equal proportions.

The broad and balanced education which we provide caters for 'the whole child' in terms of academic excellence and personal growth. Each pupil is encouraged to be a self-motivated and independent learner with the confidence to express her opinions, the ambition to aim high and the curiosity to develop broader interests both within and outside the classroom.

In Year 7 pupils engage with a broad and challenging programme of study: Mathematics, English, a bespoke skills-based Science course which prepares them for study of the three separate science subjects from Year 8, Computer Science, History, Geography, Drama, Art, Music, Design & Technology, Latin, Religious Studies, Physical Education, PHSCE and a choice of two modern foreign languages: French, German, Spanish or Mandarin.

Pupils in Year 11 typically take 10 GCSEs and these are a mixture of CGSE and IGCSE examinations. Classical Civilisation, Classical Greek, Italian and Japanese are offered as new courses in Year 10, which lead to the GCSE qualification.

From September 2018 we redesigned our Sixth Form curriculum to enable students to tailor their experience to suit their strengths and needs. Depending upon the pathway they choose, students have the flexibility to study either three or four subjects to A level; some will take an AS qualification over two years; most will take the Extended Project Qualification; all participate in our unique St Helen's Programme, which includes a fortnightly lecture, University Preparation sessions, PE and a Personal Impact Programme.



THE SCIENCE DEPARTMENT

In KS1 of our Preparatory School, class teachers start to encourage elementary scientific method, undertaking a number of basic experiments in the course of Science lessons. At KS2 the subject is also taught by class teachers, under the direction of a subject coordinator, in a bespoke Science laboratory with the support of a dedicated technician. There are strong links between Science teachers in the Prep School and Senior School.

In the Senior School, students study a bespoke integrated Science course in Year 7, before studying Biology, Chemistry and Physics in separate lessons from Year 8 onwards. At KS4 all students study the Edexcel IGCSE syllabus, with the majority taking separate Biology, Chemistry and Physics IGCSEs to achieve the Triple Award, and the remainder sitting Dual Award Science.

The Science Faculty in Senior School is led by the Head of Science and Physics, Andrea Adlam, supported by separate Heads of Biology and Chemistry. IGCSE and A Level Science results in recent years have been outstanding and pupil take-up of all three Sciences at A Level is excellent. A significant number of pupils go onto study science related degrees, including Medicine, Dentistry and Veterinary Medicine.

Fortnightly Departmental meetings take place to ensure continuity and progression through the syllabi, to discuss pupil progress, and to share good practice. Whole faculty issues such as promoting independent learning, assessment and testing, the use of ICT in learning and teaching, staff training and planning for special events are discussed and planned in termly Faculty meetings.

Science has its own building which consists of ten laboratories on two floors, ample preparation rooms, storage facilities, and offices. All Departments are well-resourced with class sets of apparatus to carry out a wide range of Biology, Chemistry and Physics experiments and investigations. All laboratories and study areas are networked to the school system. ICT is rapidly being integrated within schemes of work, and we are actively seeking to develop and extend our use of ICT in the classroom. The Departments are supported by well-qualified, experienced laboratory technicians. Presently in Senior School, there are three full-time and two part-time teachers of Biology, three full-time and three part-time teachers of Chemistry and two full-time and two part-time teachers of Physics.

THE POST

St Helen's is keen to appoint an enthusiastic Biology Teacher join the dedicated team in the Senior School from September 2020. A willingness to teach this subject to KS5 is essential. We would welcome applications from NQTs.



TEACHING AT ST HELEN'S

All teachers are expected to ensure the highest standards of teaching and learning by:

- Preparing and delivering challenging and differentiated lessons
- Setting homework in accordance with the School's homework policy
- Marking work in accordance with the School's marking policy
- Using all available data and information to ensure that each student is provided with an appropriate programme of study
- Having a good understanding of the schemes of work they are following and how these fit into the overall scheme of work for the subject they are teaching
- Keeping up-to-date with developments in the teaching of their subject

The teacher should have knowledge and understanding of:

- Effective learning and teaching styles
- Theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation, planning, teaching strategies and removing barriers to learning)
- Monitoring, assessment, recording and reporting of pupils' progress
- An appreciation of how assessment supports effective learning
- The need for high quality pastoral support to complement the academic experience of pupils aged 11-19
- Legislation and best practice concerning Equal Opportunities, Health & Safety, Individual Learning Needs and Keeping Children Safe in Education

The teacher will be able to demonstrate:

- Willingness to participate in the wider life of the School
- Willingness to make a significant contribution to the School's extensive co-curricular programme
- Commitment to participation in the School's expanding programme of educational visits

The teacher will be able to:

- Promote the School's aims, ethos and 'whole school' approach to learning
- Develop effective relationships with pupils, parents, staff and governors
- Create a happy, challenging and effective learning environment
- Communicate effectively (both orally and in writing) to a variety of audiences
- Work collaboratively with others
- Work in a fast-paced and stimulating environment
- Promote and safeguard the welfare of children



PERSON SPECIFICATION

The successful candidate will have the following qualifications, experience and personal attributes:

Essential:

- A good honours degree in Biology or associated subject
- Experience of teaching Biology across the secondary age range
- Demonstrable passion for teaching Biology to Key stages 3,4 and 5
- Detailed understanding of current developments in the secondary curriculum and assessment
- A clear motivation to work with young people
- The ability to form and maintain appropriate relationships and boundaries with young people
- Commitment to further professional development

Desirable:

- a teaching qualification such as a PGCE (or equivalent)
- Ability to teach a second Science subject at KS3
- Evidence of further professional development
- Knowledge and experience of how ICT can be used to support learning

BENEFITS OF WORKING AT ST HELEN'S INCLUDE

- Competitive salary scale with the opportunity for pay progression
- Membership of the Teachers' Pensions Scheme
- Access to the School's swimming pool and fitness suite
- On-site parking and excellent public transport links
- Free lunch and refreshments
- Generous sick pay and maternity pay
- A beautiful working environment – the School is set in a conservation site in excess of 20 acres
- A supportive community of highly motivated students and staff



THE APPLICATION PROCESS

Applications for this post close at **8.00 am on Monday 24th February**.

Applicants should complete an application form through the TES portal.

THE SELECTION PROCESS

Shortlisted candidates will be invited to spend the day with us and will be asked to teach a one-hour lesson to a class in Senior School. Details of the lesson will be sent out in advance. The lesson will be observed by appropriate members of the School's Leadership Team.

Candidates will be interviewed and the interview panel will include members of the School's Leadership Team.

Candidates will also have the opportunity to tour the School and to meet members of the Department staff informally.

The post is subject to various recruitment checks which will include:

1. Enhanced DBS clearance
2. A minimum of two references obtained prior to the selection day
3. Proof of right to work in the UK

Shortlisted candidates will be invited to the school where they will be interviewed and observed delivering a group and 1:1 session by members of the School's management team.

If you have any queries about this position please contact the School at recruitment@sthelens.london