



BRIGHTON COLLEGE

ENGLAND'S INDEPENDENT SCHOOL OF THE YEAR 2019

THE SUNDAY TIMES

TEACHER OF BIOLOGY



CONTENTS

- 3. The School
- 4. The City
- 5. The Role
- 6. Person Specification
- 7. The Application Process



THE SCHOOL

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Examination results are very strong and the College was ranked third in the recent *Sunday Times* Parent Power League table; the highest position ever achieved by a co-educational school in the UK. In 2019, 94.5% of grades at GCSE were at 9, 8 or 7 (equivalent to the old A* and A), whilst 97.2% of grades at A-level were at A*, A or B. The last five years have also been the best five for Oxbridge success in the 168-year history of the College, with 37 pupils securing offers in 2019.

The Sunday Times awarded Brighton College the title of 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 the '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.

In 2015, there was a full ISI inspection in which the College was awarded the top grade in every single category, including an '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 six major buildings on the main site, a sports hub on our Jubilee Ground site and the opening of our first co-educational Sixth Form boarding house. Brighton also purchased the former site of Roedean Junior School, allowing for the relocation of the Pre-Prep School, and the expansion of the College on the main site. A new girls boarding house opened in September 2013 in the Main Quad which, together with a new Entrance Tower completed in December 2014, completes the original Thomas Jackson designs of the 1880s. A new Music School opened in January 2016, and a new teaching block (including 22 classrooms for maths, history, economics, politics and EAL, alongside an innovative Creative Learning Centre) opened in September 2017. A new Centre for Sport and Science is opening in January 2020; it includes eighteen state-of-the-art laboratories, a new sports hall, 25-metre swimming pool, fitness centre and roof-top running track. Future campus development projects include additional boarding provision and a new theatre.

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

THE CITY

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

In 2017, a national survey identified Brighton & Hove as the 'happiest city in the UK' and it regularly features within the top handful of 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, which take advantage of the many facilities in the city and wider local area.

For those wishing to travel further afield transport links are excellent, Brighton being within easy travelling distance of London (50 minutes by train), and Gatwick Airport (30 minutes). 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 and our extensive range of outreach activities have strengthened existing links with the local community.



THE ROLE

Brighton College is seeking to appoint a Teacher of Biology from 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.

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 have no formal teaching qualification whatsoever. Several members of our teaching staff have pursued different career paths in years gone by, and have made the move to teaching at a later point. We view this diversity 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 opportunities for teachers to work in one of our international schools in due course.



THE APPLICATION PROCESS

Candidates should complete an online application which is available at <https://bcollege.careers.eteach.com/> by **midday on Friday 17th January 2020** although applications will be considered on a rolling basis. This form should be submitted together with a CV and covering letter of application addressed to the Head Master. Any enquiries about the application procedure should be emailed to recruitment@brightoncollege.net or by calling the HR Department on 01273 704386.

We anticipate holding interviews in the week commencing 20th January 2020, but we reserve the right to call candidates earlier than this and we would therefore encourage early applications. 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, well above the maintained sector. There is also an excellent and flexible benefits package, the contents of which can be controlled by individual teachers themselves. Unlike an increasingly number of other independent schools, all of our teachers are enrolled into the Teachers' Pension Scheme.

SAFEGUARDING AND EQUAL OPPORTUNITIES

Brighton College is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers 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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