

TEACHER OF BIOLOGY

January 2020

Whitgift is one of Britain's leading independent day and boarding schools for boys aged between 10 and 18 years with approximately 1500 pupils and over one hundred boarding or flexi-boarding pupils. The School, which was founded in 1596 by Elizabeth I's last Archbishop of Canterbury, John Whitgift, is one of the oldest in Croydon and enjoys facilities of outstanding quality, amongst the best available nationally. It is set in an attractive 48-acre parkland site in South Croydon with excellent links to London, Surrey and the south coast.

The Vacancy

The Department is very busy and expectations within the School are high. The successful candidate must be someone who is confident, proactive and reflective about their teaching, has excellent communication skills, is capable of contributing positively within a team and is committed to raising attainment through excellent teaching and learning.

We are seeking to appoint an enthusiastic and dedicated graduate who possesses a genuine passion for Biology alongside a capacity to share this effectively with pupils of all ages. A commitment to maintaining the high standards of the department would be expected, and there is excellent scope for an inspirational teacher to develop and apply their skills and knowledge at all levels. Involvement in the wider activities of the department would be expected.

The position is suitable for someone who is new to teaching and looking to challenge themselves academically, newly qualified teachers or for a more experienced candidate who has the skills to enrich this already successful department. The ability to work as a team is essential and candidates will also need to have good IT skills. The successful candidate will possess strong classroom management skills (or transferrable skills to develop in this area) and an ability to inspire boys of all ages. In making this appointment, we are looking for the right calibre of person whose teaching will be notable for its energy and high standards. Our aim is to encourage and develop good Biologists and, with over 160 pupils in Sixth Form studying A Levels and the International Baccalaureate, this is an excellent opportunity to develop teaching experience at all levels.



A proactive culture of supporting and developing talented and inspiring teachers is supported by the Senior Management Team. Training and development includes:

- regular in-house training for all teaching staff
- NQT induction programme for unqualified teachers
- School's Direct programme to support those new to the profession.

As a Boarding School, stimulating opportunities may be available for the right candidate to contribute to the pastoral care of students as a Boarding Tutor, both resident and non-resident along with a wide range of co-curricular activities.

The position reports to the Head of Biology.

The Science Department

Science facilities at Whitgift include 17 teaching laboratories, 2 main preparation rooms, a lecture theatre and an animal room. The Science faculty, led by Mr Paul Elliott, has thirty teaching staff and consists of the Biology, Chemistry and Physics Departments as well as a Junior Science Section. The science support staff is made up of ten full-time colleagues who give technical and administrative assistance to teachers.

Our younger pupils (Years 6 to 7) currently follow a combined science course of our own design; it contains much original material intended to excite and interest junior boys, who already have a natural enthusiasm for science. Year 8 is now taught as Separate Sciences, by specialist science teachers to provide a better platform for IGCSE.

The Biology Department

The person appointed will be joining a large Biology Department, currently staffed by seven full-time and two part-time subject specialists and supported by two technicians along with a department administrator.



There is a very strong team ethos and a very healthy mix of experience and youth in the teaching team. Teaching is carried out within the Science Department, which has 17 fully-resourced Science laboratories, including five dedicated Biology laboratories. Both the School and the Department have a firm commitment to helping teachers enhance their abilities through experience and appropriate in-service training.

The Department has developed a great deal of resource material to support the teaching of students at IGCSE, Sixth Form and university entrance level, and the successful candidate would be expected to manage and develop these further with the continuing help of the team. The candidate appointed would be expected to ensure that Schemes of Work are up to date and innovative, and that the Biology Department meets the various deadlines required for the internal routine of the School, for reporting to parents and for public examinations.

Curriculum

Within the Biology Department itself, from the Upper Third to the Upper Fifth (Years 9 to 11), staff currently work to prepare the vast majority of boys for IGCSE Biology (Edexcel) as a separate science. A small number of boys will switch to Double Award at the beginning of Upper Fifth, though all students begin their IGCSE course in Upper Third with the possibility that they will study, and therefore achieve, the full separate science Biology award. In the Sixth Form, boys can choose to study A Level AQA Biology, or to study Higher or Standard Level Biology as part of the International Baccalaureate Diploma programme.



Academic Results

Academically, the Biology Department has been very successful. At International Baccalaureate Higher Level, 75% of pupils have achieved level 6 - 7 (the top grades available) on average over the last three years. In A Level Biology, the A* - B rate was 83%. At IGCSE, pupils achieved a 92% A* - A rate in the Triple Science IGCSE course.

Biology is a compulsory subject at GCSE, but it remains a popular subject choice in the Sixth Form, with 10 sets studying AS, A2 or IB Biology. In the current academic year, there are 38 pupils studying Upper Sixth Biology and 61 pupils studying Lower Sixth Biology. Within the International Baccalaureate Diploma Programme, there are 33 students studying Biology in the Sixth Form.

		2018	2017	2016	2015
GCSE	A* - A	93%	90%	93%	98%
AS Level	A - B	NA	NA	75%	61%
A Level	A* - B	81%	84%	84%	89%
IB (Higher Level)	6 - 7	50%	88%	86%	88%

In line with our results, the Department is currently enjoying a period of development and expansion. It is hoped that the right candidate will continue with the implementation of, and see through to their natural conclusions, initiatives and processes put in place to broaden the Department's appeal among pupils and further enhance its academic achievements. It is also an opportunity for the successful candidate to aspire to expand the departmental horizons. The right person for the post will be interested in fulfilling an important role in the Department that extends beyond the classroom and will therefore not be shy of giving appropriate energy and thought to important departmental development issues and strategies.

Co-Curricular Activities

We aim to extend our pupils' studies of Biology, and have regularly entered Sixth Form students into the British Biology Olympiad and Lower Fifth students in the Biology Challenge. We also organise DNA workshops and field trips, and have now run three conservation expeditions, to Honduras in July 2008 and South Africa in July 2010 and Costa Rica in July 2016. We also run a significant number of co-curricular clubs including animal club, horticultural club, Biology society and critical review club. Each year, a significant number of boys move on from Whitgift to study Medicine and other Biology-related subjects at top universities.

Contact

Please feel free to contact the School HR Department, on 020 8688 9222 or e-mail schoolhr@whitgift.co.uk if you have questions regarding the vacancy or would like to know more.

Conditions of Service

The salary will be on the Whitgift Foundation scale (substantially above national scale) according to qualifications and experience. Accommodation may be available. Assistance is offered towards removal expenses etc., up to £1,000 in total.

Staff are required to make a significant contribution to the co-curricular life of the School and this is reflected in the salary offered. A strong commitment to the pastoral and house system is also anticipated.

We offer a generous salary and benefits package including membership of the Teachers' Pension Scheme(including Life Assurance cover), Employee Discount Club , discount on school fees for the Foundation Schools (permanent posts only), staff discount on off-peak membership at our on-site gym (Nuffield Health), membership of a healthcare plan, a range of family-friendly benefits and season ticket loan.

We welcome applications from all parts of our community as we aspire to attract staff that matches the social and cultural diversity of our student intake.

For further information and an online application form, please visit www.whitgift.co.uk/vacancies. For any general queries, please telephone the School Human Resources Department on 020 8688 9222 or e-mail SchoolHR@whitgift.co.uk.

Applications will be reviewed daily and interviews may occur at any stage after applications are received so we invite interested candidates to apply as soon as possible.

As a result of the Asylum and Immigration Act 1996, employers now have to verify that new recruits who are not British Nationals are eligible to work in this country. Therefore any applicant who is offered an interview will be asked to provide official documentation to verify their ID, address and right to work in the UK. It is also normal practice for the School to ask for original qualifications and professional membership documents as detailed on their application.

Whitgift School is committed to safeguarding and promoting the welfare of young people, and applicants must be willing to undergo child protection screening including checks with past employers and the Disclosure & Barring Service