



Candidate Brief

stephen perse
foundation

Teacher of Biology 0.8

Employment status	Part-Time, Fixed Term (ends July 2021)
Required from	January 2021
Job location	Senior School
Application closing date	28 February 2021

Welcome from the Principal



I am immensely excited to have been appointed as the Principal of the Stephen Perse Foundation and am really looking forward to leading the Foundation in the years ahead. I am excited because all of the evidence I have seen tells me that the Foundation is superbly well placed, both to meet the challenges, and to seize the opportunities, presented by its future as a leader in modern independent education.

Any school, indeed any group of schools, is only as strong as its people. The Stephen Perse Foundation boasts exceptional people across all of its schools and nurseries, and invests in their recruitment, development and empowerment to ensure its pupils benefit from excellent role modelling, outstanding support and exceptional teaching. As incoming Principal, I realise the central importance of continuing this investment.

At the Stephen Perse Foundation, all are united in embracing the modern world and in seeking to help our pupils to find and take their place in it, as confident, socially responsible adults. We seek to attract people who are inspired by this challenge, people who share the Foundation's values, people who are passionate about our collective vision of developing the change makers of the future.

Richard Girvan
Principal



Work in the heart of Cambridge

Welcome to our vibrant Foundation of schools across Cambridge, Maddingley and Saffron Walden, where we achieve outstanding results because we value individuality.

Cambridge is one of the most famous cities in the world for education and forward thinking. It is a city of ideas – and is home to some of the greatest thinkers in the world – past and present. We believe that learning is everywhere and our surrounding area provides a wealth of inspiration and opportunities to learn.

At the Senior School and Sixth Form, you will work within walking distance of Cambridge city centre, Cambridge University Colleges, world renowned museums, galleries and the University Botanic Garden.



Your role

The Science Department is the largest department in the Foundation and is well regarded, with large numbers of students taking Sciences in the Sixth Form, both at A Level and as part of the International Baccalaureate Diploma Programme.

Science teachers usually teach their own specialist subject but there is strong collaboration between the Biology, Chemistry and Physics departments, and positive engagement in cross-curricular initiatives such as Integrated Learning Week, Non-examined Maths and Science and working with both the Art and Geography departments on various projects.

The Biology Department is currently made up of nine specialist teachers who teach across Years 7-13. Students regularly take part in national competitions such as the Biology Olympiad, Intermediate Olympiad and Challenge and the Olympiad and regularly organises trips, events, specialist speakers and competitions when the circumstances allow.

The department follows the Edexcel GCSE Biology syllabus in Years 9, 10 and 11. A number of students opt each year for the Combined Sciences double award course. Biology is a strong subject in the Sixth Form; with A Level (AQA Biology) and standard and higher level IB offered for Years 12 and 13. Over a third of students in the Lower Sixth take Biology.

Practical work is at the heart of the department's philosophy. Science is supported by a team of experienced and specialist technicians and is well-resourced, with seven laboratories at the Senior School - four of which have been recently refurbished. Additionally, there are six laboratories at the Sixth Form College.

Biology teachers employ digital technology in many ways to support their students' learning. Common examples are datalogging, simulation, and the use of spreadsheets for both data processing and modelling. Students in year 10 do a non-examined project at the end of the year to bring these skills together in a multi-week project. Furthermore, Google Drive and Classroom are used extensively for teaching and learning across the Foundation.



Your Role as a Teacher

At the Stephen Perse Foundation everyone is a learner. While our students enjoy the benefits of a creative, innovative learning environment, our teachers strive to inspire and engage through using a wide range of pedagogical approaches. They are also encouraged to both attend training and networking events to keep up to date with the latest teaching ideas and inspire their lessons further.

We want every teacher to offer the very best in teaching and learning to our students and this will inevitably and increasingly involve the digital world. As digitally-connected pioneers of technology in education we were one of the first Apple Distinguished Schools in the UK. We are iPad 1-to-1 from 11 to 18 and our Junior Schools and Pre-Preps have class sets. Our students use iPads as 'virtual satchels' and through technology we are unlocking new ways to learn, connect, collaborate and innovate.

You don't need to be a fluent or confident user of technology before you start working with us, but we will want you to have an agile and ambitious mind-set that is open to adopting new techniques. Training and support is offered on a regular basis as part of formal and informal CPD and is focused on student learning.

Specific responsibilities

Responsible to: Curriculum Leader of Biology

Location: Senior School, Cambridge

Specific Responsibilities – Under the direction of the Curriculum Leader

Teaching and Learning

- To contribute to the teaching of the subject
- To contribute to cross-curricular learning and related learning programmes as appropriate
- To participate in the development of programmes of study and schemes of work
- To produce reports and provide assessment data as required

Additional Specific responsibilities

- To contribute to extra-curricular and enrichment activities as appropriate
- To fulfil a pastoral role within the Senior School as a Co-Tutor of an assigned Form and to contribute to the guidance and PSHE programmes as appropriate

Being Part of a Team

As a Member of the Biology Department

- To participate in appropriate meetings with colleagues and parents as required
- To carry out a share of supervisory duties and examination invigilation in accordance with school procedures
- To carry out a share of cover duties for absent staff as required
- To take part in entrance procedures and Open Events as appropriate
- To contribute to the extracurricular life of the Foundation
- To assist in the promotion of the subject within and outside school as appropriate
- To assist in departmental administrative tasks

Professional Development

As part of a community of learners

- Take part in the professional development programme
- Attend induction, training and briefing sessions as required
- Keep up-to-date with developments within the school and in relation to your discipline
- Keep abreast of developments in digital learning

General responsibilities

- Build and maintain good working relationships with all Foundation colleagues
- Assist as necessary in other Foundation areas at peak times
- Work at all time towards the aims and goals of the Foundation and any individual objectives and targets you may have agreed
- Proactively identify areas for improvements within the Foundation
- Act in accordance with Data Protection principles at all times
- Adhere at all times to Foundation Operational and Employment policies and procedures
- Take care of your own health and safety and that of people who may be affected by what you do (or do not do)
- Co-operate with others on health and safety, and not interfere with, or misuse, anything provided for you health, safety or welfare
- Follow the training you have received when using any work items you employer has given you

This job description is not necessarily comprehensive and the position holder will be required to carry out such other duties as may be reasonably required within the general scope and level of the post.

Person specification

	Essential	Desirable	Method
Qualifications	Biology graduate with PGCE or equivalent		Application Form
	Strong academic credentials		Applicant's certificates at interview
Knowledge & Experience	Experienced or recently qualified but with a passion for teaching	Experience in using iPads and Google Drive	Application Form
	Ability to teach KS3 Science		
	Work as part of a team or on own initiative		
	Keep abreast of curriculum developments relating to the teaching of Science		
	High quality written communication skills		
	Experience teacher Biology at GCSE		
Skills & Aptitudes	Work effectively under pressure		Interview
	Motivate and engage with all our students		
	Play an active role in departmental activities		
	Make effective use of evolving technology in teaching and learning		
Personal Attributes	Professionalism and integrity		Interview
	Dedication and enthusiasm		
	Energy and resilience		
	Approachability		
	Organisational skills		
	Flexibility		

Benefits

With excellent benefits and a stimulating environment in the heart of the city, the Stephen Perse Foundation is a great place to work.

- Contributory pension scheme (Teachers' Pension Scheme)
- Salary sacrifice tech and cycle to work schemes
- Season ticket loan/Discount on train travel
- Free lunch and refreshments provided
- Accommodation available to staff in central Cambridge (rent includes all bills)
- Annual flu immunisation
- CPD programme
- Leadership and management development programme
- Many of the sites offer covered bike parking
- Free access to the University Botanic Garden
- Opportunity to be involved with projects across the Foundation
- Private health and dental plan subscriptions (pro rata for part time)
- A staff discount on School Fees of 25% (pro rata for part time) should staff have a child at any school (excluding nursery) within the Foundation

Safeguarding and welfare of children

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact, will be to adhere to and ensure compliance with the Foundation's Safeguarding and Child Protection Policy Statement at all times. If, in the course of carrying out the duties of the post, the role-holder becomes aware of any actual or potential risks to the safety or welfare of children in the School, s/he must report any concerns to the School's Designated Person or the Foundation's Designated Safeguarding Lead.

All employees of the Foundation adhere to the Safer Working Practices guidance and all teaching staff are required to adhere to the Teaching Standards which can be found on the [government website](#).

Terms and conditions

All appointments for the Stephen Perse Foundation are subject to satisfactory reference and DBS (Disclosure and Barring Service) checks, proof of identity and eligibility to work in the UK, completion of a medical questionnaire and proof of qualifications.

Salary guide

The Stephen Perse Foundation has its own competitive salary scale.

Hours

Part -time, 80% of a full time table, working days to be confirmed.

Fixed term until 2nd July or return of post holder.



Application process

Please apply directly through our online recruitment portal at www.stephenperse.com/recruitment

We are unable to accept CVs.

The closing date for applications is **28 February 2021**

Interviews will take place this school term and suitable candidates will be invited as and when we receive their application.

References will be taken up before interview.

Invitation to interview and recruitment arrangements

The Foundation is committed to safeguarding and promoting the welfare of its pupils. The Foundation has a statutory duty to apply for DBS clearance and shall ask the successful candidate to complete an online form which must be cleared before the applicant can commence work. Such checks may take up to 8 weeks to complete.

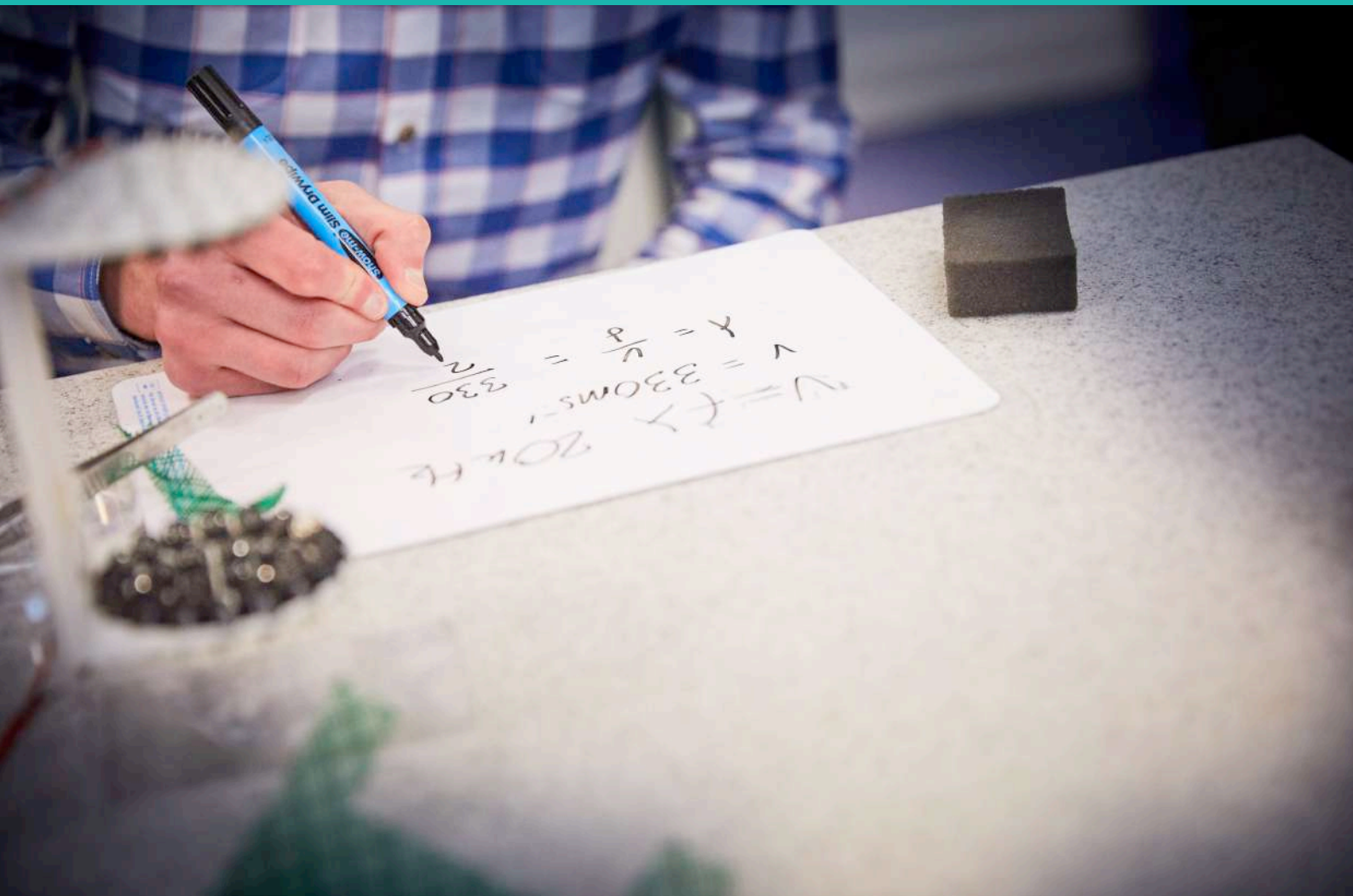
The Foundation has a legal responsibility to ensure that all its employees have the legal right to live and work in the UK. Therefore, you will need to provide original documents verifying that you are eligible to work in the UK to the interview. Details of these will be provided in the invitation to interview.

All candidates invited to interview must bring the original documents confirming any educational and professional qualifications that are necessary or relevant for the post.

Prior to interview please ensure that you are familiar with the [SPF teaching and learning policy](#).

Privacy Notice

Please see our privacy policy which is available on the recruitment portal. www.stephenperse.com/recruitment



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