



## **TEACHER OF BIOLOGY**

**Chellaston Academy**

**Permanent**

**1.0FTE**

**MPS/UPS**

QEGSMAT are seeking to appoint an enthusiastic Teacher of Biology to join our passionate and high achieving team with the opportunity to teach A-Level (KS5) at Chellaston Academy.

At Chellaston Academy, our vision is to *'Inspire each other to realise our potential through Integrity, Care, and Excellence'*. In September 2023 Chellaston Academy was rated as 'GOOD' by Ofsted. "The school's ICE (integrity, care and excellence) values permeate the school's work, and pupils also know that the high expectations that staff have help them to achieve academically and personally." "The school has devised a curriculum that is both broad and ambitious, and there are high academic expectations of pupils." In addition, leaders have engaged staff well when making large-scale changes to improve the school. Staff feel that leaders are considerate of their workload and well-being. They are proud to work at this school.

Chellaston Academy is a proud member of QEGSMAT. The Trust's values are for students to 'Question, Explore; Give; and Succeed'. Our exceptional staff, strong leadership, motivated children, as well as excellent facilities, provide the successful formula for this.

At QEGSMAT we believe and promote that exceptional workforce creates exceptional results; they transform lives and transform futures. We support every pupil to achieve their full potential and become a confident, resilient, and compassionate individual who can make a positive contribution to society.

Members of staff who work at Chellaston Academy enjoy:

- A happy and vibrant culture of integrity, Care and Excellence.
- A positive and enjoyable climate where we are trauma informed and our 'kids do us proud'!
- An inclusive, autonomous learning environment where you CAN make a difference.
- An environment where the wellbeing of staff is a priority and staff are involved in decision making.
- Purposeful and bespoke professional and personal development.
- An environment where Chellaston are leaders in our sector providing exciting wider opportunities.

## Why work for us?

- At QEGSMAT, we value the hard work and dedication of our team members, and as such we believe that progression should be a simple process. That's why we are proud to offer an Automatic Pay Review program, rather than the traditional annual pay and performance review, as part of our comprehensive benefits package.
- Continual access to CPD opportunities. QEGSMAT works with a large number of organisations to develop staff to fulfil their aspirations and potential. We are committed to providing first-rate training and development to all our staff within this evolving Trust.
- We are committed to promoting equality, challenging discrimination, and developing community cohesion. We welcome applications from all sections of the community.
- All staff have access to our Employee Assistance Programme which provides confidential, independent and unbiased information and guidance 24/7. This can also include bespoke counselling sessions for staff if needed.
- All roles are subject to nationally agreed terms and conditions of service.
- With access to Teacher Pension Scheme employer contributions of 28.68% for Teachers.
- Family-friendly policies.
- Access to Flu Vaccines.
- Opportunity to work flexibly.

QEGSMAT is also committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is a criminal offence to engage or seek to engage in regulated activity or regulated work with children, if you appear on the DBS barred list. All appointments are subject to an Enhanced DBS check and be eligible to work in the UK.

Further information about our commitment to Safeguarding can be found -

<https://www.qegsmat.com/documents/safeguarding>

Please be aware, the Trust may also consider performing an online presence check as part of their pre-employment checks.

If you are interested and wish to have an informal conversation to discuss the role or would like to visit the school, we would be happy to arrange this. Please call 01332 702502. Further details about our school can be found on our website: [www.chellaston.derby.sch.uk](http://www.chellaston.derby.sch.uk)

To apply for this position, please visit: <https://qegsmat.face-ed.co.uk/vacancies>

**Closing date for applications: 10<sup>th</sup> May 2024 @ Noon**

**Interview date: w/c 13<sup>th</sup> May 2024**

**Salary: MPS/UPS**

**Potential Start date: September 2024**



## **JOB DESCRIPTION**

**Post Title:** TEACHER OF BIOLOGY

**Reporting to:** HEADTEACHER/SLT LINK/HEAD OF SCIENCE DEPT

**Scale:** MPS/UPS

**Disclosure Level:** Child Workforce - Enhanced, Childs Barred list

### **PURPOSE OF THE POST:**

#### **Purpose:**

- Raise standards of student attainment and achievement within the whole curriculum area and to monitor and support student progress.
- Be accountable for student progress and development within the classes taught.
- Develop and enhance the teaching skills and strategies in line with the teacher standards.
- Support and challenge student groups in their learning.
- Help build independent life-long learners

### **Main Duties**

#### **Teaching**

- Undertake an appropriate programme of teaching in accordance with the duties expected within the teacher standards.
- Plan lessons to meet learning objectives.
- Make effective use of data to plan learning.
- Have a clear understanding of subject progression.
- Give appropriate feedback through a variety of sources to promote further learning.
- Carefully frame questions to ascertain understanding and promote further learning.
- Use peer and self-assessment to further enhance learning.
- Set clear curricular targets for each student/group.
- Teachers are expected to support the personalised learning agenda, i.e. tailor education to ensure that every student achieves and reaches the highest standards possible.
- Ensure that the desired standard of students' presentation, effort and learning are achieved.

- Take part in developing the department's curriculum area with respect of any specific need
- associated with teaching and learning.
- Participate in and contribute to professional development and appropriate in-service training.

### **Pastoral Provision**

- Monitor student attendance together with students' progress and performance in relation to targets set for each individual, ensuring that follow-up procedures are adhered to, and that appropriate action is taken where necessary.
- Ensure the behaviour management systems are implemented in your teaching so that effective learning can take place.
- Act as a Form Tutor and to carry out the duties associated with that role as outlined in the tutor standards.

### **Communications**

- Ensure that you are familiar with the Academy's aims and objectives.
- Ensure effective communication/consultation as appropriate with the parents of students.
- liaise with partner academies, higher education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies as and when necessary to further enhance the learning of students.

### **Additional Duties**

To play a full part in the life of the academy community, to support its distinctive mission and ethos and to encourage and ensure staff and students to follow this example.

### **Personal and professional conduct:**

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career. Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- Treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position;
- Having regard for the need to safeguard students' well-being, in accordance with statutory provisions;
- Showing tolerance of and respect for the rights of others;
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs;
- Ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach and maintain high standards in their own attendance and punctuality.

Teachers must understand, and always act within, the statutory frameworks which set out their professional duties and responsibilities.



## Person Specification - TEACHER OF BIOLOGY

Criteria	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> <li>• Qualified graduate</li> <li>• Qualified teacher with QTS</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant and ongoing CPD</li> </ul>	Certificates Application Form
Experience	<ul style="list-style-type: none"> <li>• Teaching KS3 and KS4 Biology</li> <li>• Teaching across the ability range</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching examination classes for KS5</li> <li>• Teaching examination classes for KS4</li> </ul>	Application Form Interview
Skills	<ul style="list-style-type: none"> <li>• Ability to establish good working relationships and effective teamwork</li> <li>• Good communication skills</li> <li>• Excellent role model for staff and students</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to generate ideas and drive initiatives</li> </ul>	Application Form Interview
Knowledge	<ul style="list-style-type: none"> <li>• Secure knowledge and understanding of the concepts and skills in specialist subjects</li> <li>• Clear understanding of the secondary curriculum and its assessment</li> <li>• Ability to employ a range of effective teaching strategies, to illicit learning and have an understanding of assessment method.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to use assessment data to inform planning and set targets.</li> <li>• Strong command of subject knowledge</li> <li>• Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning</li> </ul>	Application Form Interview Observation
Personal qualities	<ul style="list-style-type: none"> <li>• High expectations of students and colleagues</li> <li>• Highly motivated and able to motivate and inspire students</li> <li>• Enthusiastic and committed</li> <li>• A passion for teaching</li> <li>• A forward-thinking approach</li> <li>• Excellent Interpersonal Skills</li> <li>• Ability to be reflective and self-critical</li> <li>• Display calmness under pressure</li> </ul>	<ul style="list-style-type: none"> <li>• Charismatic – having ‘a presence’</li> <li>• Willingness to take on other roles and responsibilities within the department</li> </ul>	Application Form Interview