



Teacher of Biology-Part Time-0.6

Required from September 2024

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Provided as a separate document on the website:

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The Appointment

A vacancy arises from September 2024 for an enthusiastic and well-qualified teacher to teach Biology to GCSE and A Level, and Y7/Y8 Science. Applications are welcome from newly qualified teachers, for whom a statutory induction programme is available, or from more experienced teachers. The role is to work 0.6 but the exact details will be discussed at interview stage. Please state in your covering letter any preferences which we will try to accommodate as best we can.

There are twelve academic members of staff in the Science Department: The Head of Science who is also Head of Physics, the Head of Chemistry, the Head of Biology and nine teachers. They are supported by three technicians. Virtually all science lessons are taught in the school's laboratories which are housed in three buildings: five in a Science block with an additional Physics lab close by, and two labs for A level Chemistry and Biology in an adjacent building. Pupils are taught in small classes with an average pupil number of 18 in Y7-Y9, 20 at GCSE and a maximum of 15 for A Level classes. The pupils are grouped by ability for Y8-Y11.

An in-house Science course is followed by all pupils in the Lower School (Y7-Y8) on a six period allocation with one or two teachers for each class. In the Middle School (Y9-Y11), Science is taught by subject specialists in one double period per week for each discipline in Y9 and three periods per week (one double, one single) in Y10 and Y11, leading to either two (AQA Trilogy Science) or three (AQA Biology, Physics and Chemistry) GCSEs. Either course provides an effective base for A Level, where AQA specifications are also followed. The numbers of students opting for Sciences at this level are high.

Biology is very popular at A-level with approximately one third of sixth form pupils taking the course and a large proportion of those aspiring to study Medicine/Dentistry at University. The standard of students' work in Biology is high and this is reflected in the fine public examination results. In 2023 the Department achieved 77% A*-B grades at A level, with 46% of candidates achieving A*/A. In GCSE Biology 67% of candidates achieved grades 9-7, with 28% achieving grade 9. It is a well-resourced department and a team of committed teachers who ensure that Biology is highly respected within the School.

Job Description for a Teacher at Birkdale School

- Plan and prepare courses and lessons in accordance with published Schemes of Work.
- Teach the assigned pupils, including setting and marking of work and assessments in line with school policy.
- Assess, record and report on the development, progress and attainment of pupils in line with school policy.
- Promote the welfare and the individual needs of the pupils assigned, following the requirements of the school's policies on Rewards, Behaviour Management, Discipline and Sanctions, Health and Safety and Safeguarding and Child Protection.
- Under the direction of the Head of Department, make a full contribution to the work of the departmental team, and to departmental and whole school initiatives including Open Days.
- Contribute to the maintenance of the fabric of classroom and departmental areas through the creation and updating of displays.
- Contribute to the development and maintenance of electronic resources and virtual departmental areas.
- Attend parents' meetings as appropriate to the year group taught.
- Regularly attend assemblies, department meetings, staff meetings and INSET.
- Undertake a range of general duties to enable the smooth running of the school.
- Contribute to the school's programme of extra-curricular activities, some of which occur at weekends or during evenings.
- Act as a tutor to a form, being responsible for morning registration, overseeing and reporting on pupils' pastoral and academic progress and being active in helping the pupils to progress. Teach some aspects of the school's PSHE programme. (This section applies only to teachers taking on the role of form tutor).

Person Specification for a Teacher at Birkdale School

- Have a good honours degree and a teacher training qualification for the 11-18 age range or a general education degree.
- Be a skilled classroom practitioner, having a good subject knowledge and an awareness of teaching methodology.
- Be in sympathy with the strong Christian ethos of Birkdale School.
- Be able to work within organisational procedures and meet the required standards for the role including the DfE Teaching Standards.
- Be able to work collaboratively and supportively with school colleagues.
- Be able to relate effectively to parents and to pupils.
- Be able to communicate clearly and effectively orally and in writing, and have effective ICT skills for both teaching and administration.
- Have a clear understanding of excellence in teaching and learning.

- Be committed to continual personal and professional development and be reflective and able to learn from past experience.
- Be resilient and demonstrate an ability to work well under pressure.
- Display commitment to the protection and safeguarding of children and young people, and be able to form and maintain appropriate relationships.
- Be able to demonstrate an active interest in extracurricular activities and a willingness to be involved.
- Be able to demonstrate appropriate pastoral skills.

School Information

What sort of a school is Birkdale?

Birkdale is a very successful and friendly day school of 750 pupils from 4-18. Birkdale became a co-educational school from PP1 (Reception) to P1 (Y3) from September 2020 with girls joining the Senior School from September 2024. Since its foundation in 1904 it has grown and flourished. The school is situated in the heart of Broomhill, Sheffield and attracts pupils from Sheffield, Rotherham, the Peak District and surrounding areas.

The school has three sites in south-west Sheffield: the 11-18 (Y7 to Y13) Senior School, the 4-11 (Reception to Y6) Prep School, and the playing fields at Castle Dyke. In September 2023, S.Anselm's Preparatory School, a 3-13 boarding and day school in Bakewell, joined the Birkdale Family of Schools.

Birkdale is the only HMC (Headmasters' and Headmistresses' Conference) school in South Yorkshire and the Head is also a member of the Society of Heads. The Heads of the Preparatory Schools are members of IAPS (The Independent Association of Preparatory Schools).

Birkdale's Values and Vision

At Birkdale our mission is to deliver a strong academic education through outstanding individualised teaching, inspiring all pupils to achieve their personal best. Our rounded education enables pupils to pursue a wide range of interests which will equip them with skills and values to live a successful, fruitful and fulfilling life. All of this is underpinned by a strong Christian ethos, where everyone is treated with care and respect.

Academic Excellence

To provide the best academic education for each individual pupil, which will enable them to achieve their full potential and equip them for the rest of their life. At Birkdale there is a dedicated team of outstanding academic specialists that deliver high quality expert teaching in a wide range of subjects in an aspirational and supportive environment.

Rounded Education

At Birkdale there is a strong emphasis on enabling pupils to develop their whole selves, with the help of a broad range of activities that extend far beyond the academic curriculum. Birkdale's vision is that each pupil is educated as an individual, including spiritual, moral, social, and cultural development, enabling them to be well-equipped for life.

Christian Ethos

Birkdale is a Christian school that warmly welcomes both Christian and non-Christian staff and pupils. The Governors and Senior Leadership of the school seek to lead under the authority and love of Jesus Christ. They actively promote and expect all staff and pupils to live by the School's values which are drawn from the Christian faith: Respect; Humility; Integrity; Courage and Compassion. The Christian ethos of the school manifests itself in the particularly friendly and supportive atmosphere.

Why teach in Sheffield?

Visitors to Sheffield frequently comment on its greenness: there are in fact more trees per person here than in any other English city. Birkdale is located in an inner suburb close to the Universities, 1½ miles from the city centre and 4 miles from the Peak District National Park. Indoor and outdoor leisure facilities of all kinds - from theatres and restaurants to sailing, climbing and hill walking - could hardly be closer at hand, making the quality of life very good indeed.

Why teach in an independent school?

There are undoubtedly particular advantages enjoyed by independent schools and their staff. A survey of newly qualified teachers revealed five main attractive features of teaching in an independent school: the more disciplined environment, the opportunity for teachers to express their passion for their subjects, good resources, smaller class sizes and greater professional freedom. In common with most independent schools, Birkdale offers a fully accredited statutory ECT induction programme.

What are Birkdale's academic standards?

The expectation is that nearly all pupils, having entered the school at various ages, will progress through to A level. The GCSE pass (9-4) rate is consistently around 99%, with the proportion of 9-7 grades around 60%. Twenty-eight A level subjects are offered. At A level pupils are able to study up to four subjects. A level pupils can also take a wide range of unexamined enrichment courses or the Extended Project Qualification. The A level results are very good with around 85% of entries resulting in A*-C grades.

What happens outside the classroom?

The school's academic emphasis, although important, is not exclusive. The extracurricular activities programme caters for most interests; sports, music, drama and outdoor pursuits flourish. All members of the teaching staff are expected to contribute to the wider life of the school beyond their academic commitment, with many activities occurring in the evenings and at weekends.

Does Birkdale offer the opportunity for teachers to develop professionally?

A coherently constructed appraisal scheme exists partly to enable teachers to think about and develop their careers: as teachers develop, so does the school. There is a generous annual budget for staff training and development.

Key Terms and Conditions

- This role is primarily working during **term-time**. You may wish to note that the length of Birkdale's terms are slightly shorter than those of a maintained school and therefore the school holidays are longer. Term dates are on the school website.
- **Salary** will depend on experience and qualifications, and will be commensurate with the responsibilities of the role.
- **Pension:** Birkdale offer an attractive private salary sacrifice pension scheme APTIS with Aviva which is open to all teaching staff with a 16.7% employer contribution.
- **Sick pay:** The company sick pay scheme, provides ex-gratia sick pay at the full rate for up to 3 months in any 12 months, with 50% income protection for extended sickness
- **Additional Benefits:** Death in service and access to additional wellbeing and health support including unlimited, 24/7 remote GP appointments, Unlimited mental health support, Physiotherapy, Personal training, Nutrition consultations and more.
- Teaching staff are entitled to a **remission of school fees** amounting to 67% for full-time staff and pro rata for part-time staff.
- During term time, lunch is provided to staff on site.
- Car parking is available on site.

Application Procedure

1. A cover letter **addressed to Peter Harris, Head** of no more than one side of A4 explaining why you would like this role and the skills and experiences you can bring to it (minimum font size of 11)
2. A completed Birkdale School application form which includes the names, addresses, e-mail addresses and telephone numbers of two referees

Closing date for applications –2nd May 2024 at 12 noon

Interviews – 9th or 10th May 2024

Email your application to: Peter Harris, Head at Recruit@birkdalschool.org.uk by the closing date of 2nd May 2024 (12:00 noon).

For an informal discussion regarding the role please do not hesitate to contact Alicia Webster, HR on 01142 66 8408 on ext 646.

Applicants who do not provide a Covering Letter and Application Form, as stipulated, will unfortunately not be considered. If you have any difficulties in providing this, please do not hesitate to contact the HR team at Recruit@birkdalschool.org.uk

Pre-employment checks

The Birkdale Family of Schools are committed to safeguarding and promoting the welfare of our children and young people. All applicants must be willing to undergo the relevant pre-employment checks relevant to the role.

Current legislation applying to this post includes the The Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) (England and Wales) Order 2008 and the Asylum & Immigration Act 1996. Therefore, the successful candidate will be required to prove their eligibility to work in the UK and undergo appropriate criminal record checks, including an application for an Enhanced Disclosure from the Disclosure and Barring Service. Details of the documentation etc needed in connection with all the above requirements will be sent to the shortlisted candidates. Prior to taking up appointment, we will then request a declaration about medical fitness, and proof of qualifications from the successful candidate.

Under the guidance set by KCSIE Birkdale School will conduct an online search for all shortlisted candidates.

Equal Opportunities Statement

At the Birkdale Family of Schools, we strive to create a supportive and nurturing environment for all individuals. We are dedicated to promoting equality and diversity, providing a level playing field for all of our staff and pupils. We aim to foster an inclusive culture, where diversity is celebrated and where everyone feels empowered, and encouraged to reach their full potential. We are *stronger together*.