



Application Pack

Head of Biology

January 2023

Full Time

MPS/UPS + TLR 2a (£6,829)

Rainham Mark Grammar School



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About Us

Rainham Mark Grammar School is a co-educational selective grammar school for 11 to 18-year olds with a roll of approximately 1600 students. We are a fully inclusive school that values strong pastoral care and academic achievement. We have excellent facilities which include a modern sports hall, dance studio and fitness studio, as well as a purpose-built music block with a recital hall and recording studio; a Sixth Form study suite; an art block with large studio classrooms; a drama studio; and specialist teaching suites for all subject areas.

Rainham Mark Grammar School is part of a Trust - Rainham Mark Education Trust which is a small family of local schools. The three schools, Rainham Mark Grammar School, Riverside Primary and Twydall Primary all work closely together to serve the local community and improve life chances for all young people.

Results

We are extremely proud of the achievements of our students at both GCSE and A Level. The last published examination data in 2019 shows that the average GCSE grade was 6.57 and our Progress 8 was well above average at 0.27. A Level results were also exceptional. The average was a Grade B- (38.28) and our Level 3 value added was above average at 0.08.

Science performs very well in the school, GCSE grades in 2019 were an average 5.93 for Combined Science, 7.41 for Chemistry, 7.30 for Biology and 7.09 for Physics. Over 50% of A level grades were a grade B or above.

The Team

There are 13 teaching staff in the science department. They are ably supported by an experienced team of six technicians. There are eleven science laboratories, four of which are labs in a separate (but adjacent) block. The department has been generously resourced. For example, this has enabled the purchase of 60 Pentium laptop computers with the associated data logging equipment and an extensive range of sensors. The Science department also benefits from an adjacent ICT suite. Members of staff in the science department each have their own personal laptop device.

We are continuing to expand and enhance the science provision in many ways, particularly through the innovative use of ICT, enriching GCSE courses and offering additional GCSEs. In addition, we are the lead school for Kent and Medway SLP delivering science CPD across the county. We have designated STEM coordinators who support a number of local feeder primary schools with our science outreach programme and raise the profile of STEM across the trust.

KS3

This has been updated to follow the new science curriculum framework. Year 7 and 8 students follow the AQA 5-year programme resourced by Collins with various in-house modifications. Students in Year 7 are taught in mixed ability Form Groups normally by one Science Teacher. Students in Year 8 are also taught in mixed ability Form Groups normally by one Science Teacher. Students in Year 9 start their studies for Science GCSE and are placed into mixed ability groups. Students in Year 9 normally have a separate subject specialist for Biology, Chemistry and Physics.

KS4

Students in Year 10 and 11 are placed into ability groups based on their performance and class teacher assessment. Students have a subject specialist for Biology, Chemistry and Physics. Approximately 65-70% move on with 'Triple' science. A minority of student's study 'double science', moving at a pace more appropriate for them. The AQA schemes are followed.

KS5

The sciences are very popular choices at A level. Most sets contain between 12 and 20 students. Numbers have increased over past years and the current situation is that there are six Biology classes, five Chemistry and three Physics across KS5. The OCR Schemes are followed.

Staff Development

Staff development is important to us and encourage our staff to continually develop pedagogy. We use in-house CPD opportunities alongside training material from The National College. We have a healthy CPD budget and encourage staff to take part in external CPD. We have successfully supported a number of colleagues through the NPQ qualifications.

The Post

Job Title: Head of Biology

Start Date: January 2023

Reports to: Head of Science

Hours: Full Time

We are looking for an exceptional Head of Biology who is able to inspire our students who are highly engaged, enthusiastic and able learners. The post will involve teaching to Key Stages 3, 4 and 5.

We are an inclusive school and welcome applications from aspiring Heads of Biology as well as existing Heads of Biology.

About You (Person Specification)

	Essential	Desirable
Qualifications		
Qualified Teacher Status (QTS)	✓	
Degree or equivalent	✓	
Experience		
Exceptional classroom practitioner	✓	
Proven performance securing student progress and out-comes	✓	
Ability to teach to both GCSE and A-Level.	✓	
Skills and Knowledge		
Able to consistently plan and deliver effective and creative lessons which inspire and challenge students	✓	
Able to communicate effectively, written and orally	✓	
Effective behaviour management	✓	
Up to date awareness of curriculum development	✓	
Efficient administrative, organisational and personal manage-ment skills	✓	
Ability to inspire others and ability to bring about effective change	✓	
Clear understanding of assessment	✓	
Ability to build positive relationships with a range of stake-holders	✓	
Ability to coach and mentor staff	✓	
A clear vision and sound educational philosophy	✓	
Personal Attributes		
Energy, enthusiasm and resilience	✓	
Ability to inspire, motivate and challenge students	✓	
Reliability and integrity	✓	
Professionalism – appearance and interpersonal skills	✓	
Suitable to work with children	✓	
A commitment to safeguarding students and to inclusive ed-ucation	✓	
Ability to self-evaluate and reflect upon your own practice	✓	
Ability to work independently and in a team	✓	
Flexible, reliable and drive	✓	
Commitment to supporting the full life of the school	✓	

The Job

Salary: TLR 2a (£6,829)

Staff Benefits:

Generous Pension Scheme	On-site gym facilities
Priority Admission for Staff Children*	Benenden Health Care Plan
Cycle 2 Work Scheme	Free On-Site Parking (subject to availability)
Care First Support	Access to professional school counsellor

* See Admission Policy on the School Website

Application Process

Application forms are available on our website and should be sent to Human Resources, HR@rmgs.org.uk or posted to the school. Please include a 1-2 sided A4 application statement which should include how your proven relevant experience relates to this role. Please do not submit a Curriculum Vitae.

References may be taken up on or before being short-listed, please indicate on your application form if you do not want us to contact the referee prior to interview.

Dates:

Closing date for applications: 9am on Thursday 29 September 2022

Interview day: WB Monday 3 October 2022

*The school reserves the right to interview and appoint where a suitable candidate is found prior to the closing date.

RMGS is committed to the protection and safety of its students, is an Equal Opportunities employer and has Prince's Teaching Institute recognition. The post is subject to a satisfactory Enhanced DBS disclosure, suitable references, medical clearance and appropriate qualifications for the post.

