



Subject Leader Biology

MPS/UPS £28,000 to £43,685

TLR 2a (£3,017 p.a.)

- + Pension Scheme (TPS)
- + Brine Leas School Employee Assistance Programme
- + Additional Brine Leas School Benefits

Application details can be accessed from www.brineleas.co.uk

For a confidential discussion about this post with the Headteacher, more information or to arrange a visit, please contact the school on 01270 625663 or head@brineleas.co.uk

See below for links to :
Job Description / Personal Description / School Prospectus



Brine Leas School An Academy

Trust, Respect, Optimism,
Courage, Resilience,
Inclusion and Equality

Job Purpose

To ensure high quality curriculum provision and effective teaching and learning within the curriculum area of Science. In addition to carrying out the professional duties of a qualified teacher in accordance with the Teachers' Pay and Conditions document, the post holder, in consultation with their line manager and the Headteacher shall take responsibility for:

Main Areas of Responsibility

Strategic Direction and Development of Biology

- Establishing and maintaining policies and practices which promote high achievement through effective teaching and learning
- Creating an environment where students and staff develop and maintain positive attitudes towards teaching and learning
- Using data effectively to monitor and evaluate student progress; planning and implementing effective intervention to support all students to achieve highly
- Analysing national, local, and school data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies and to report regularly to the Headteacher and Curriculum Leader on progress and plans
- Contributing to the School/Curriculum Improvement Plans and establishing an effective subject Improvement Planning Cycle to meet school strategic priorities



Teaching and Learning of Biology

- Ensuring appropriate, challenging, and differentiated programmes of Study and Schemes of Work are in place for all Biology teaching groups and related courses
- Securing and sustaining effective teaching of the subject through structured monitoring and evaluation of all aspects of teaching and learning and active participation in the School's monitoring, evaluation and review cycle through lesson observations, feedback to teaching staff, work sampling, student interviews and written reports to the Headteacher and Leadership Team as necessary
- Ensuring teaching and learning objectives are clear to all members of the curriculum team
- Ensuring effective development of students' literacy, numeracy, and ICT skills within the subject
- Contributing to the teaching of literacy within Citizenship, Enterprise Education and Work-Related Learning (SMSC).
- Developing the curriculum to meet the needs of all students; introducing, planning, and implementing new courses of study to meet curriculum initiatives, developments and school requirements
- Mapping progress of students regularly against prior attainment and local and national norms and identify students at risk of underachieving
- Making positive intervention with students at risk of underachieving

Leading and Managing the Staff who teach Biology

- Line managing all members of the Biology team and providing effective support, challenge, information, and professional development for all staff within the subject area as necessary including non-specialist from outside the subject area
- Establishing clear expectations and high standards of professionalism and collaboration across the subject
- Taking an active role as a Team Leader within the School's Appraisal Policy to develop the professional effectiveness of colleagues
- Providing structured support and assessment for RQT, NQT, and ITT trainees to enable them to meet the relevant professional standards
- Working in collaboration with the SENCO, SEN staff and Pastoral Leaders to ensure that Individual Education Plans and Pastoral Support Plans are used to set subject specific targets, as require

Efficient and Effective Deployment of Staff and Resources within Biology

- Using appropriate resources, in consultation with the Headteacher and Curriculum Leader, for effective, efficient, and safe teaching and learning within the subject area; accommodation, staff, time, courses, development opportunities, ICT equipment
- Creating an effective and stimulating learning environment for teaching and learning
- Deploying accommodation to effectively meet the teaching and learning needs of the subject
- Ensuring a safe working and learning environment through application of appropriate risk assessments

Teaching Commitment

- The post holder will be expected to teach in line with the School's generic teacher's job specification. Designated non-contact time for leadership and management responsibilities will be made available
- The person undertaking this role is expected to work within the policies, ethos and aims of the School and to carry out such other duties as may reasonably be assigned by the Headteacher. The post-holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees and community members

All teachers take an active role in the School's pastoral care of students and the post holder will be expected to fulfil the role of Progress Tutor.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions

Academy Ethos

- To undertake such other duties as may be required, commensurate with the level of responsibility of the post.
- To engage actively in the performance review process, addressing appraisal targets set in conjunction with the line manager each autumn term.
- To participate in training and other professional development learning activities as required.
- To promote equal opportunities and celebrate diversity in all aspects of the school.
- To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To support and attend school events such as Open Evening.
- To promote actively the school's corporate policies.
- To adhere to the school's Staff Code of Conduct and the Dress Presentation Code.
- To comply with the school's Health and Safety policy and undertake risk assessments as appropriate.
- To be familiar with and promote safeguarding requirements, demonstrating adherence to the DfE Guidance 'Keeping Children Safe in Education' and the school's Safeguarding/Child Protection policies.
- To be aware of and comply with all school and Brine MAT policies and procedures, in particular those relating to conduct, child protection (as above), health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.



Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

This job description will be reviewed where necessary and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks; it sets out the expectations of the school in relation to the post holder's professional responsibilities and duties.

We will consider any reasonable adjustments under the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

IMPORTANT: THE REHABILITATION OF OFFENDERS ACT

The provisions of the Rehabilitation Act relating to the non-disclosure of spent convictions do not apply to this job, **you must, therefore, disclose whether you have any previous convictions at the point of application for this post.**

If successful, you will also be required to apply for a Disclosure and Barring service check (DBS). The level of check required for this job is an Enhanced disclosure. The DBS check will reveal both spent and unspent convictions, cautions, and bind-overs as well as pending prosecutions, which aren't "protected" under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Any data processed as part of the DBS check will be processed in accordance with data protection regulations and the School's privacy statement.

I Understand and accept the job duties and responsibilities contained in this job description.

Signature Date

Print Name

Person Specification

Attributes	Description	Desirable
Qualifications, Knowledge & Training	<ul style="list-style-type: none"> • Able to teach Biology up to KS5 • Experience of presenting to a wide audience. Understanding of how whole school strategies can be used across the school to raise standards. • Evidence of continuous self-development, particularly in the areas of responsibility for this post. • Knowledge of safeguarding strategies and requirements. • Graduate in relevant subject and DfE recognised Qualified Teacher Status. • Successful teaching experience at secondary level. Understanding of theory and practice of effective teaching and learning. • Knowledge of National curriculum requirements at KS3, KS4 and KS5. • Understanding of the importance of having high expectations for all students, both of behaviour and academic achievement. • Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students, including special educational needs, English as an additional language and high achievers. • Knowledge and experience of writing lesson plans, developing resources and assessing students work. Understanding the importance of being a Tutor 	<ul style="list-style-type: none"> • Minimum of three years' teaching experience. • Proven success in raising achievement across at least two key stages. • Experience of working in an 11- 18 school • To be an outstanding teacher • Graduate (with a good degree)
Skills & Abilities	<ul style="list-style-type: none"> • Excellent communication and presentation skills. • The ability to work as part of a team and to develop and maintain positive relationships with teaching and other support staff. • Good level of ICT skills • The ability to create a motivating and safe learning environment for all students. • The ability to communicate positively with parents/carers and where appropriate outside agencies in a way that facilitates effective links between home and school. • Good communication skills both writing and speaking. Ability to lead and manage own work effectively and take responsibility for own professional development. • Ability to carry out the job description. • Excellent time management skills and the ability to prioritise and meet deadlines under pressure. • Ability to motivate students and raise their aspirations through a range of strategies e.g. assessment for learning 	
Personal Qualities	<ul style="list-style-type: none"> • Enthusiasm for and commitment to the achievement of the school's overall vision for success at all levels. • Willingness to work hard. • Flexible, adaptable, results orientated and able to prioritise, resilient under pressure. • Awareness of and commitment to equal opportunities and valuing diversity. • To command and demand respect from the school community. • A commitment to personalising learning for all students in the school. • Creativity and enthusiasm to promote a positive school image to the local and national community. 	

Thank you for your interest in our school. We look forward to receiving your application. If you think a career with us is right for you, discover more at:
www.brineleas.co.uk