



ST RICHARD REYNOLDS CATHOLIC COLLEGE

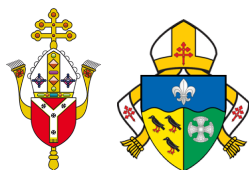


**Recruitment Pack:
Subject Leader of Biology / Teacher of Biology
(Information for prospective colleagues)**



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1. Our College



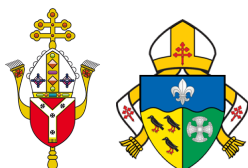
St Richard Reynolds Catholic College (SRRCC) is a vibrant community consisting of a federation of two Outstanding schools: St Richard Reynolds Catholic Primary School and St Richard Reynolds Catholic High School which includes a Sixth Form. It is under the Trusteeship of The Diocese of Westminster in partnership with the RC Diocese of Southwark.

Our community is a place where our young people come first, are loved, listened to, challenged and inspired.

We are part of the Catholic Church and at all times serves as a witness to our Catholic faith in Our Lord, Jesus Christ. Our College is truly part of the community, with many colleagues having connections with parents, students and the Parishes we serve.

We are a one form entry Primary School and a six form entry Secondary School with a growing Sixth Form of over 200 students.

We are excited about the prospect of working with you and hope the information contained within this booklet will help you decide that St Richard Reynolds is the right place for you to continue your career.





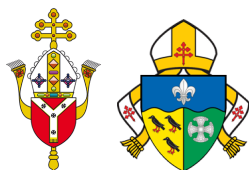
2. Working at our Catholic School

At St Richard Reynolds you will be upholding a vital mission of ensuring all children in our care can “See the Good Things of the Lord”. This will be not only through our classroom practice but also in our way of living, behaving, doing things, a way of learning and teaching that is inspired by Jesus’ words: “I have come that you may have life and have it to the full” (John 10:10).

When you start working at SRRCC you will be supported by our highly experienced Catholic Community team who will ensure you are comfortable leading a prayer, assisting at Mass and able to embed Catholic Social Teaching in your classroom, day in, day out.

We have a culture where no question is too obvious or off limits. We believe we are all on a journey with our faith and we take seriously our responsibility to ensure that all in our community are supported in their relationship with God.

We welcome teachers of all faiths, or indeed no faith. The value of working together for the enhancement of our mission is a tremendous witness in our pluralistic and richly diverse society.





3. The Department



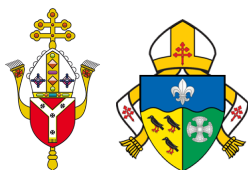
The Science department at Richard Reynolds is fully staffed with qualified teachers who have a passion for placing Science at the heart of our curriculum, both in terms of lessons and the co-curricular STEM activities on offer. Our Science team is dynamic, well led and works as a team to ensure progress for our students is at least as good as other core subjects and that students get those vital qualifications whether it be a 5 at GCSE or an A* at A Level.

Our Science classes are taught in mixed ability groupings at KS3, moving to a greater degree of focus at Key Stage 4. All students take Combined Science with students able to opt for Triple Science at GCSE. There is a great deal of movement between our classes as we know that students learn at different rates. A Levels in Biology, Physics and Chemistry are popular and well resourced.

The team has high standards of themselves and students and are collaborative in their practice. Science at SRRCC is an innovative, friendly and inclusive place to continue your teaching career.

You will appreciate and be excited by the knowledge that:

1. The department supports curriculum development across all key stages in our College: EYFS to KS5
2. You will become part of something very special for the Catholic and wider community in this part of South West London.
3. Our commitment to continued professional development means that you will learn and be developed in an environment which is committed to excellence.





4. The Role

We are looking for an outstanding full or part time Subject Leader of Biology or a Teacher of Biology who can teach from KS3 to KS5 with the subject knowledge to deliver high quality lessons to ensure great learning.

Salary negotiable dependent upon calibre and experience.

Job Description for Main Scale Teacher

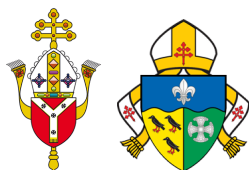
The duties outlined in this job description are in addition to those covered by the most recent School Teachers' Pay and Conditions Document and the National Teaching Standards.

Purpose of the post

- To support the Catholic ethos of the school and the College's mission statement and vision.
- To teach the subject and achieve high quality teaching, effective use of resources and the highest standards of learning and achievement for all students.
- To take an active and positive role in the development of the curriculum, attainment and progress within your subject.
- To promote the wellbeing of students in your care.

Quality of Education

- Being an Outstanding Practitioner.
- To understand our curriculum intent and implement this intent through your teaching.
- Provide a stimulating and challenging learning environment.
- Excellent subject knowledge.
- The ability to plan, assess and evaluate with support and to the department standard.
- High expectations of student achievement.
- Commitment and professionalism.
- Organisational skills
- Understand and follow all College policies.
- Collaborate and work towards achieving the school priorities and targets, and monitor progress.
- As required by your Subject Leader, lead interventions and monitor their effectiveness.
- Ensure creativity, innovation and the use of appropriate new technologies to achieve high standards.
- Ensure appropriate arrangements for statutory and non-statutory assessment are in place and carried out.





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- Monitor and track progress over time (in year/year on year) and evaluate the effects on teaching and learning by working alongside colleagues, analysing work and outcomes including student progress.
- Produce data reports as required.

Behaviour and Attitudes

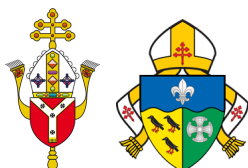
- Monitor and promote all learning behaviours and ensure positive behaviour within your classes.
- Promote good standards of attendance within your form and work with your Head of Year to ensure College targets are met for punctuality and attendance.

Personal Development

- Ensure the promotion of equal opportunities in all aspects of school life.
- Observe all health and safety rules and guidance and take all reasonable care to promote the health and wellbeing at work of yourself and students.
- Promote British Values and help embed and deliver Catholic Social Teaching and the PSHE curriculum.

Leadership and Management

- Undertake the responsibility for the welfare and safeguarding of children and young people.
- Lead worship with and encourage participation from your form group.
- Be the first point of contact for members of your form.
- Act as an ambassador for the department and positively engage with the wider school community.
- Communicate effectively with parents.
- Take advantage of CPD offered and use it to inform and evolve your practice.





Job Description for Subject Leader of Biology

Purpose of the post:

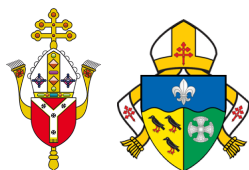
- To ensure the delivery of high quality Science teaching and learning opportunities and SRRCC.
- To be responsible for the organisation, implementation and evaluation of your subject
- To advise SL of any developments in the teaching of Biology and the subsequent resource and training implications
- To act as professional role model for teaching and learning

Curriculum

- To continuously review, change and modify the Biology elements in the curriculum as necessary working with the Subject Leader for Science
- Ensure excellence in the delivery of teaching, motivating and training inexperienced staff
- In liaison with the SL of Science, improve teaching resources within the Biology Department
- To keep abreast of current developments in the educational field to enable curriculum planning, with particular regard to KS4.
- To liaise with other curriculum areas as appropriate
- To follow and to contribute to the Science Faculty procedures for the monitoring and recording of pupil progress.
- Ensure that College's mission and identity are delivered where appropriate with Biology

General

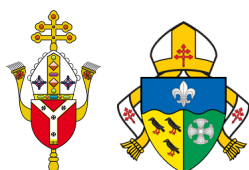
- To share any news which relate to Biology at departmental meetings
- In liaison with the SL of Science, to promote the professional development of all staff teaching Biology and to organise departmental INSET as appropriate.
- To become involved in extracurricular activities, events, trips and visits
- To work closely with parents and other members of the community where appropriate
- To collaborate with other Biology departments in the Richmond borough
- To ensure high quality teaching and learning takes place within the classroom
- To promote the subject beyond the classroom e.g. extra-curricular activities, wall displays.
- To be responsible for health and safety within the department particularly with regard to living plants and animals, microorganisms, dead tissue, chemicals and the disposal of waste materials and to communicate concerns to the HoS and H&S Officer.





Person Specification:

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A specialist teacher of Biology • Successful school experience in the UK • QTS and a strong honours degree • A track record of examination success in your subject or relevant teaching experience and impact from teaching practice if you are applying as an NQT 	<ul style="list-style-type: none"> • Relevant non teaching experience • Masters in a relevant field • Experience leading a form group
Knowledge and skills	<ul style="list-style-type: none"> • Outstanding and proven teaching practitioner • A clear understanding of how students learn and the characteristics of high quality teaching • Knowledge of your chosen subject area, including recent developments • The ability to communicate complex subjects to all students • Ability to teach from KS3 to KS5 	<ul style="list-style-type: none"> • Proven track record teaching A Level • Skills and knowledge of teaching and learning beyond your curriculum area • Experience of working with EYFS, KS1 and/or KS2 children
Personal Qualities	<ul style="list-style-type: none"> • Willingness to support and develop our Catholic mission and identity • A passion for your subject that is exemplified through your application • Someone who clearly likes working with young people • A willingness to learn, adapt, grow and take advantage of CPD opportunities • Someone who has a positive attitude to life and work, understanding the impact that it has on colleagues 	<ul style="list-style-type: none"> • Willing and able to contribute to the wider life of the College through the creative arts, sports teams or other talents you may bring



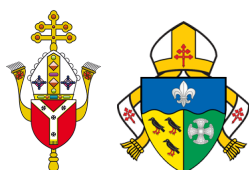


5. The SRRCC Difference

At St Richard Reynolds we believe that our staff are our most important asset and that each one of us, not only the children in our care should be Loved, Listened to, Challenged and Inspired.

We are always looking to recruit good people to join our existing group of outstanding practitioners who work tirelessly across the College; teachers, support staff and Leadership Team alike. We have listened to colleagues' thoughts on what they believe is unique about working at St Richard Reynolds and as a result have been thoughtful in our offer:

<p>Best in Class CPD</p> <p>We consider our teaching to be a major strength of our College and we provide 'best in class' CPD to support this. As a member of staff you will have access to:</p> <ol style="list-style-type: none"> 1. Regular CPD sessions, focusing on learning and teaching and subject scholarship 2. An outstanding ITT provision 3. Leadership Development Programmes 4. Opportunities provided by being the West London Hub for the Chartered College of Teaching. 5. Options to complete NPQML and NPQSL 6. Thunk drop in sessions and Teachmeets 	<p>A commitment to developing you</p> <p>Regular line management with a focus on you as an individual.</p> <p>Subsidised Masters programmes - with a clear benefit to the College as well as the individual.</p> <p>A clear and conscious career progression programme that spans our federated Primary, High School and Sixth Form; which spots, rewards and supports talent at whatever stage of your career.</p>	<p>Family friendly policies</p> <p>We welcome working parents to SRRCC; many of our colleagues have children at the College.</p> <p>Having completed two consecutive years in post, the children of staff are eligible for priority places at the College.</p> <p>We also understand how important it is for parents to attend their children's school events whether that be their Sports Day or Nativity play. We offer a pragmatic approach to ensure your children and our students are best served.</p>
<p>Making your life easier</p> <p>Complimentary</p> <ul style="list-style-type: none"> - lunch for staff on duty - tea & coffee <p>We are happy to accept your deliveries and will sign for them on your behalf.</p> <p>A local hairdresser can be booked to attend on site after school.</p> <p>Termly therapist visits and beauty treatments can be booked.</p>	<p>It's more than work...</p> <p>As an employer, we are committed to staff well-being and appreciate that means different things to different people. Staff at St Richard Reynolds socialise together with, amongst other things, trips to comedy nights, art and cookery competitions, choir and band, sports teams and our annual "challenge" - so far we've completed the Three Peaks and are canoeing the Wye Valley in 2020. However, we are also aware that sometimes after leaving school, curling up with a good book or enjoying a walk makes our lives, and in turn our teaching, better and so is always encouraged. All staff also have access to a 24/7 confidential Employee Assistance Programme with access to specialist telephone counselling.</p>	



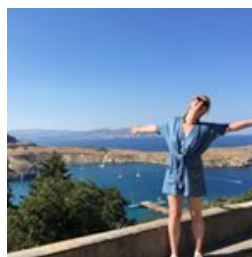


6. Colleague Profiles



**Mrs Morgan
EYFS Teacher**

I joined the College in September 2017 and since then have completed two years teaching our wonderful Reception class. I love coming to work each morning, not just to see the awe and wonder in our 4 and 5 year olds, but also because I work with a great team in EYFS/Key Stage 1. Everyone at SRRCC completes a Learning Inquiry and I have felt this has not only developed my practice but also encouraged me to see beyond my classroom and to feel truly part of the wider College. My children all attend SRRCC and I love being part of the wider Catholic community both within and beyond the College.



**Miss Thompkins
Head of Year 7**

Richard Reynolds is my second school since completing my PGCE and I really appreciate the difference. I joined as a Geography teacher in 2018 and undertook the Leadership Development Programme - run for prospective Middle Leaders in our College. Since completing this I took on the role of Head of Year 7 in my second year here - the fourth year of teaching. I feel I have been really encouraged to develop and have been supported in achieving my career goals. I also really enjoy the social side of Richard Reynolds - we work hard and we play hard and it was a real achievement to complete the Three Peaks Challenge with my colleagues last April.



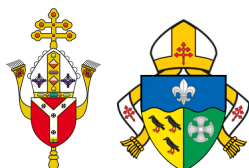
**Mrs Mason:
Subject Leader for
Science**

Science at Richard Reynolds, like all departments has dedicated facilities and a place at the heart of the curriculum. We lead the way for STEM education for girls and boys, working closely with other subjects. I have worked at the College for 4 years and feel challenged, but supported with our results improving year on year. Sharing best practice and forging our own bold new initiatives makes teaching and leading a department at SRRCC hugely rewarding for me.



**Mr Dawswell:
Teacher of English**

I am currently in my NQT year at SRRCC after completing a placement here in Spring 2019. I chose to work at Richard Reynolds as I knew the support and opportunities I would get in my vital NQT year would be second to none. The ITT programme is innovative, supportive and evidence based. I'm never asked to do something I can't see a direct impact of in my classroom, and it's true that it's not just the children who are loved, listened to, challenged and inspired.





7. Application Process



Please send the CES application form, two references and a covering letter to:

recruitment@srrcc.org.uk by **Friday 7th May 2021** for an interview the week of the **10th May 2021**.

Please also get in touch if you would like to talk in more detail about the role or indeed if you would like to meet and see us in action, we are only too happy to show you around our happy, engaging community.

