



**The Blue Coat
School**

Teacher of Biology



PROUD TO BE PART OF
Cranmer
Education Trust

May 2026

Dear Potential Candidate

Thank you for your interest in the post of Teacher of Biology at The Blue Coat School <http://www.blue-coat.org>

We are proud to be an Ofsted Outstanding, vibrant and welcoming 11-18 Church of England school with over 1,700 students of diverse faith, culture and background. We are consistently the highest attaining state secondary school in Oldham and amongst the highest in the country.

From humble beginnings, we have become one of the biggest, and most successful schools in the country. The school has a national reputation for high-quality teaching and learning, pastoral care, consistently high examinations results, and outstanding progress. Our most recent Ofsted Inspection, in 2022, judge the school to be outstanding in every category. We are a National Teaching School Hub and as a result are currently supporting almost 600 ECT's and their mentors across 187 Schools.

Blue Coat is dedicated to serving young people, to enable them to become everything they can be and everything they are meant to be. We are a Church of England school that welcomes other Christian denominations, and of other faiths, and none. Our Anglican beliefs, values and worship are the core of our life together in school.

Our aim is that all our pupils become good human beings, good friends, neighbours, citizens - people we are proud to know. Their social and emotional development, their self-respect and their ability to self-manage are just as important as their cognitive development. Pupils who are happy and secure in their school learn well and become successful people. High-quality pastoral care is at the core of the school.

The Blue Coat School is part of The Cranmer Education Trust, a strong multi-academy trust based in Oldham and Rochdale, with partnerships that extend into Tameside, Manchester, Stockport and beyond in the East Greater Manchester/ Pennine/ Lancashire region. We are committed to our local and regional area and the diverse communities that our schools serve, and to the training and professional development of all the people who work in schools to provide the quality of education, inspiration, and nurture that our young people need and deserve.

We are seeking to appoint an exceptional teacher to join our forward-thinking Science Department, with a particular focus on Biology. The successful candidate will be passionate and enthusiastic about science, while also possessing a genuine love of Biology that they are eager to share with our young people.

Many of our students' progress to study Biology at A level and beyond, including at university, and we are therefore keen to appoint a teacher who will inspire, challenge and nurture the next generation of biologists. Science is a popular and valued subject at Blue Coat.

Continuing our legacy of excellence.

We are a proud member of Cranmer Education Trust.
The Blue Coat School, Egerton Street, Oldham, OL1 3SQ
Headteacher: Mr R Higgins. M.A.

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www.blue-coat.org
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The successful candidate will be joining a large, knowledgeable, experienced, and professional department and in this environment, they will be able to grow and develop as a professional as they are supported to teach across Key Stage 3, 4 and 5.

As well as joining our large science department, they will also be joining our team of 8 Biology specialists, which provides the platform for thoughtful, intelligent, inquisitive and professional dialogue around what makes exceptional Biology teaching.

Our curriculum is underpinned by a consistent pedagogy that understands how pupils learn and make progress in science. As well as consistent approaches to pedagogy, lessons are also very practical as this is how young people learn, have fun and most importantly, develop a passion for science. Importance.

The successful candidate will teach Biology at Key Stage 4 and 5 and may be asked to teach general science at Key Stage 3. Experience of teaching Key Stage 5 previously would be beneficial but is not essential.

The successful candidate will be provided with any relevant support and professional development to enable them to pick up Key Stage 5 teaching responsibilities when they are ready to do so.

In brief we are looking for:

- A teacher committed to ambition, excellence and community who will work with staff across the school to drive the growth and development of The Blue Coat School as an outstanding provider for our young people.
- An inspiring informed educationalist with a clear understanding of what makes exceptional teaching in Biology.
- Someone who will do their utmost to ensure that all of our pupils' leave with a love and passion for science and Biology that they will take with them into their adult lives.
- Someone who will inspire pupils and the staff they work with and build strong relationships with our parents, carers and community partners.

This is an exciting and challenging role. It is a post for a dedicated, energetic and creative professional. The demands will be varied, interesting and developmental. The person specification sets out the key experience, commitment and essential professional skills and qualities that we are looking for.

This role is suited to teachers at all stages of their career - those who are just starting out or those who seek further professional development, opportunities and growth in an outstanding school and an exceptional Science Department.

Full details about the post and application form are available from: [Cranmer Education Trust Vacancies](#).

If you would like to discuss the position further, please contact hr@blue-coat.org to arrange a call with a member of the Science Leadership Team.

We look forward to hearing from you.

Yours sincerely,



Mr R Higgins
Headteacher



**The Blue Coat
School**



Job Advert

“Pupils, and students in the sixth form, flourish at this school. They are immensely proud of their school and its history. Pupils experience an ambitious curriculum that is successfully designed to build a deep and secure body of knowledge over time. They are exceptionally well prepared for the next stage in their education.” (Ofsted 2022)”

Role: **Teacher of Biology**
Salary: **MPS/ UPS: £32,916 - £51,048**
Contract: **Permanent**
Start Date: **01 September 2026**

We are seeking to appoint a well-qualified, enthusiastic and committed Teacher of Science, with the ability to specialise in Biology ideally up to A level. Biology is a popular and highly successful subject within the school, with five/ six large A-level groups and 60 students each year opting for Triple Science at GCSE.

We are looking for a teacher with the potential and ambition to be outstanding, who can inspire, motivate and challenge students to achieve the highest possible standards. This post would suit either an ECT or an experienced practitioner seeking a new challenge within a thriving and supportive department.

We are looking for someone who:

- Has experience of teaching science in a comprehensive school (as a teacher or as student teacher),
- Can establish good relationships with, motivate and inspire young people, and who shows the potential and commitment to become an outstanding teacher,
- Is a flexible and perceptive classroom practitioner who can engage students across the age and ability range and enable all to learn, enjoy and make progress,
- Is committed to personal, professional development and becoming the best that you can be,
- Has good interpersonal skills.

Working for The Blue Coat School means that you would be part of the Cranmer Education Trust, a successful, growing Trust which prides itself on looking after its people, offering a high level of support and access to expertise. This is an excellent time to join the team, as we develop collaborative structures and systems to enhance and support our growing family of schools.

There are 10 schools in our trust, both primary and secondary schools, across Oldham and Rochdale. The trust also incorporates a teacher training school and the East Manchester Teaching Hub, which support the training and development of new and existing teachers across the Northwest of England.

For further details please visit: [Cranmer Trust Vacancies](#)

We are a proud member of Cranmer Education Trust.

The Blue Coat School, Egerton Street, Oldham, OL1 3SQ

Headteacher: Mr R Higgins, M.A.



This position will be based at The Blue Coat School, Oldham, but may from time to time require travel as necessary to collaborate with other schools which are all locally based.

We offer:

- Opportunities for professional development in a growing Trust
- A strong school community that places children, families and staff at the heart of everything we do.
- A supportive team who will work with and alongside you to achieve the very best
- Teachers career average pension scheme with a generous employer contribution
- Central Oldham location close to good transport networks

The Blue Coat School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The Cranmer Education Trust follows safer recruitment practices. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020 and appointment is therefore subject to a satisfactory enhanced disclosure from the Disclosure & Barring Service.

For further information please refer to:

- The Cranmer Education Trust's Safeguarding and Child Protection Policy [Trust Policies | Cranmer Education Trust](#)
- The Trust's statement on the employment of ex-offenders, in the vacancy Supporting Documents section.
- The job description and person specification for further information regarding the safeguarding responsibilities of the role.

Follow the link [Vacancies](#) to apply for this vacancy. Please note CVs are not accepted.

Closing date for applications:	**Monday 18 May 2026 @ 09:00
Interviews:	w/b 18 May 2026
Start Date:	01 September 2026

The Cranmer Education Trust is an equal opportunities employer and will provide reasonable support to disabled applicants throughout the recruitment process.

**** Applicants are advised to submit their applications at the earliest opportunity. The Trust reserves the right to close the vacancy prior to the advertised deadline should a high volume of applications be received.**





**The Blue Coat
School**

Science Department

The Post

We are looking for a well-qualified and enthusiastic Teacher of Science who can specialise in Biology ideally up to A Level. Biology is a very popular and high achieving department, with five/six groups in each year at A Level and 60 students each year taking Triple science at GCSE. We are looking for a teacher who has the potential and ambition to be outstanding, and who can inspire and challenge students to achieve the highest levels. The post is suited towards an experienced teacher or an ECT.

The Department

The Science department currently includes 19 teachers plus 3 technicians. The Director of STEM has strategic leadership of science and maths, where, within science, the leadership is devolved into the roles of:

Director of Science	Leads and manages science and the science department
I/c KS4 Lead:	Leads science across KS4 (Combined Science & Triple Science)
Heads of Physics, Chemistry & Biology:	Lead their specialism at KS5
Head of Applied Science:	Leads Applied Science at KS5
I/c KS3 Lead:	Leads science across KS3

Each of the science subjects is currently taught by teachers who are specialists in their own subject.

Of the 19 teachers in the department, 7 are specialists in Chemistry, 4 in Physics and 8 in Biology.

In addition, the vibrant department gives all teachers the opportunity and support to take a lead in areas of interest contributing to their own professional development.

The department is based in its own purpose-designed building, opened in 1994, which includes 10 modern laboratories, 2 large preparation areas and a staff work room. The department also has access to two more laboratories which are situated in the main school building. All laboratories have a teacher PC linked either to a digital projector or a Prowise interactive board.

Science is a highly successful department that is characterised by strong teamwork and excellent relationships. Everyone contributes to the work of the department by developing resources and materials that make up our schemes of work. There is a supportive, collegiate atmosphere and a wealth of ideas and experience that are shared, both formally and informally, with each other.

As part of our Teaching School Alliance and the establishment of our SCITT, Manchester Nexus, which operates out of Blue Coat School, the department also supports the development of aspiring science teachers through the ITE programme.

Curriculum

In Key Stage 3 pupils follow the Exploring Science scheme of work which provides a diverse curriculum with close links to everyday science. We believe strongly that experimental skills are the bedrock of effective science teaching, and pupils have many opportunities to develop their skills in science investigations.

At Key Stage 4 we teach both Combined and Triple Science following the AQA specification. Students are advised about which course is best for them based on their achievement at KS3. On average 2 sets (approximately 60 students) take Triple award each year.

Teachers teach in their chosen specialism at KS4 both for Triple and Combined Science.

Blue Coat has an oversubscribed 6th Form of over 470 students. Science is our most popular subject at A Level and all our A Level courses are thriving, with multiple groups in every discipline. Biology and Chemistry each have five/six teaching groups in Year 12 and Year 13, and Physics and Applied Science have 2 teaching groups in Year 12 and 13. We also run a separate AS in Physics, as part of our Futures pathway.

Outcomes

Science is a specialism at The Blue Coat School. A culture of investigation, enquiry, curiosity, the proper use of evidence and conceptual thinking is one we are seeking to develop and embed across the school.

Key Stage 4	9 to 7			9 to 5			9 to 4		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Biology	63%	63%	70%	100%	100%	100%	100%	100%	100%
Combined Science	19%	15%	18%	62%	56%	59%	81%	79%	83%

Key Stage 5	A* - A			A* - B			A* - E		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Biology	26%	23%	33%	40%	51%	47%	100%	96%	99%



The Blue Coat
School



Job Description

Role:	Teacher of Biology
Salary:	MPS/UPS
Working Pattern:	Full Time
Contract:	Permanent
Responsible to:	Head of Department & Director of Learning

Purpose of Post

1. To plan and teach a broad, balanced, relevant and differentiated curriculum within a designated subject area(s) such that all students are included, challenged and supported, and so that all can progress and achieve.
2. To monitor, review and support the overall progress and development of students as a teacher and as a pastoral tutor.
3. To seek to inspire in students, as teacher and tutor, a love of learning and to foster imagination, creativity, confidence, independence and respect for others.
4. To share and support the school's ethos of faith, vision and nurture and to commit to the highest standards of achievement and personal growth and development for students - mind, body and soul.

Generic Responsibilities

All teachers are required to carry out the duties of a School Teacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the School.

Teaching & Learning

1. To maintain a thorough and up-to-date knowledge of the teaching of one's subject(s) and the wider curriculum developments which are relevant to the teacher's work.
2. To consistently and effectively plan lessons to meet pupils' individual learning needs, using a range of appropriate strategies for teaching and classroom management.
3. To consistently and effectively use information about the prior attainment of students to set well-grounded expectations for pupils, and monitor progress to give clear and constructive feedback.
4. To ensure that the learning environment is organised, attractive and stimulating.
5. To maintain high standards of behaviour, attendance and punctuality, in accordance with school policy and procedures.
6. To prepare and update subject materials.
7. To set and mark homework according to school policy.
8. To comply with Health and Safety policy and undertake risk assessments as appropriate.



Marking, Assessment & Reporting

1. To make and assess students' progress according to whole-school policies and as requested by external examination bodies.
2. To maintain appropriate records and provide relevant accurate and up-to-date information to support the overall monitoring of students' progress according to school policy.
3. To complete accurately reports on pupils' progress for parents according to school policy and the school calendar. To communicate with parents of students about their progress as appropriate and according to school policy.
4. To take part in liaison activities including Parents' Evenings, Open days/evenings, review days.

Departmental

1. To assist in the development of curriculum, schemes of work, assessment policies and teaching and learning strategies in the department.
2. To support the department's effective organisation and management.
3. To contribute to the department's improvement planning.
4. To liaise professionally with other colleagues across the school, and external agencies as necessary.
5. To contribute to the department's enrichment of extra-curricular opportunities for students.

Pastoral

1. To be a form tutor to an assigned group of students.
2. To uphold the Christian ethos the school and ensure that all pupils experience a meaningful daily act of worship. Tutors should attend year, school and chaplaincy assemblies and sit with pupils as a community worshipping together. To contribute to Year assemblies. On the days when pupils are not involved in a school, Year or chaplaincy assembly, tutors should ensure that time is set aside with the tutor group for reflection and quiet prayer, following school worship policy.
3. To conduct a termly / annual review with each individual student according to school policy.
4. To monitor the progress against targets of students in the tutor groups.
5. To monitor homework by checking and signing homework diaries.
6. To monitor the event log, information slips and use of the merit system to maintain a profile of form members, and plan interventions as necessary if a student appears to be underachieving, referring any concerns to the Director of Learning as pastoral line manager.
7. To help collate and act on any information passed on which concerns students within the tutor group.
8. To contribute to induction days as required.
9. To help prepare students for transition as required.
10. To prepare UCAS references and help students with personal statements (6th Form personal tutors).
11. To oversee the welfare and discipline of every form member and report any concerns which might need parental / external agency involvement to the Director of Learning. Any issues of Child Protection must be reported immediately to the Social Inclusion Officer and / or Deputy Headteacher responsible for student welfare. Tutors should never promise absolute confidentiality.
12. To register pupils accurately using the school systems, follow up punctuality and chase up absence notes in the first instance.
13. To uphold the school's rules on uniform, checking students' appearance daily and issuing sanctions if students are in default, according to school policy.



Pastoral - continued

14. To develop a sense of community and active citizenship within the form group and year, and taking active responsibility with the students for the appearance of the form room.
15. To organise the election of form captains.
16. To ensure that time is created for students to discuss social, moral and environmental issues, that pupils are encouraged to support and take part in activities which involve them working with the wider community and with charitable activities, and that such activities are understood by the pupils to be active citizenship.
17. To ensure that home-school communications are efficient, and encourage good and positive relationships with parents, guardians and carers.
18. To attend Year meetings and contribute positively to the team.
19. To fulfil supervision duties in school in line with published duty rotas.
20. To contribute to the pastoral team's enrichment programme for students.

Personal & Professional

1. To participate professionally in the school's performance management systems.
2. To take responsibility for personal professional development.
3. To take part in professional development activities and inset organised by the school.
4. To make an active contribution to the policies and aspirations of the school.
5. To mentor ITT candidates/NQTs as part of whole-school policy.
6. To contribute to whole-school activities and enrichment for students.
7. To undertake any other duty as specified by STPCB not mentioned.
8. To actively promote and comply with safeguarding and child protection legislation in all areas of responsibility and in line with school protocols.
9. To support the school's Health, Safety and Welfare policy and be aware of the responsibility for personal Health, Safety and Welfare and that of others reporting any hazards.

Specific Responsibilities

1. Your timetable and details of students are to be found via the school's MIS.
2. Your form register and pupil details are to be found via SIMS.
3. Duty rotas are published by the pastoral line-manager. Assembly rotas published by the School Chaplain.
4. Departmental priorities for this year to which you will be asked to contribute.
5. Pastoral priorities for this year to which you will be asked to contribute.

Whilst every effort has been made to set out the main duties and responsibilities of the post, each individual task undertaken may not be identified.

This job description is a guide to the duties and should be read in conjunction with the accompanying person specification.

The post is subject to an Enhanced DBS including a check against the children's barred list.



Person Specification	E	D	A/I/LO
Educational Qualifications			
Good honours degree in Biology or in science with substantial Biology component.	✓		A
PGCE in Science	✓		A
Qualified to teach 11-18	✓		A
Experience			
Relevant experience of teaching science in a secondary school (include ITE experience)	✓		A
Professional Knowledge & Skills			
A good teacher who can establish good relationships with, motivate and inspire young people, and who shows the potential and commitment to become an outstanding teacher	✓		A/I
Passionate commitment to science as an academic discipline, and the ability to enthuse and inspire young people to become passionate about science themselves.	✓		A/I
Sound understanding of the pedagogy of science – how to teach science so that young people develop in knowledge, understanding and skills across Key Stage 3 and 4.	✓		A/I/LO
Understanding and experience of the demands of GCSE	✓		A/I/LO
Flexible and perceptive classroom practitioner who can engage students across the age and ability range and enable all to learn, enjoy and make progress			I/LO
Excellent ICT skills to support learning, teaching, assessment and organisation			A/I
Educational philosophy of the whole child and a commitment to pastoral responsibility as a form tutor	✓		I
Able to support actively with the Christian ethos of the school	✓		A/I
Good interpersonal skills, the ability to empathise with young people and build positive relationships with students and colleagues	✓		A/I
A team player with a can-do approach, who is prepared to take the lead in improving aspects of the department's provision	✓		A/I
Willingness to contribute to enrichment and extension activities	✓		A/I/LO
Professional reliability re: attendance, punctuality and deadlines	✓		A/I
A commitment to personal, professional development and becoming the best that you can be	✓		A/I
Energy	✓		A/I/LO
Perseverance	✓		A/I/LO
Displays commitment to the protection and safeguarding of children and young people	✓		A/I
Specialism in Biology		✓	A
Evidenced ability to plan and structure aspects of the Biology curriculum		✓	A/I
Knowledge/experience of the A-Level curriculum and pedagogy		✓	A/I

Essential: E Desirable: D Application: A Interview: I Lesson Observation LO

N.B. Any candidate with a disability who meets the essential criteria will be guaranteed an interview