



Parkstone Grammar School

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Parkstone Grammar School

Teacher of Biology Applicant Pack





Headteacher's Welcome

As the Headteacher of Parkstone Grammar School, it is my great pleasure to welcome you to our vibrant and dynamic school community. At Parkstone, we are committed to providing an exceptional educational experience that nurtures the intellectual, social, and emotional growth of every student.

We are immensely proud of our strong reputation for combining excellent pastoral support with high-quality teaching to achieve the very best outcomes for our students. Everyone who works at Parkstone is deeply committed to placing students at the heart of all decision-making.

We offer an impressive, broad and balanced academic curriculum at GCSE and A Level, complemented by an extensive range of extra-curricular and enrichment opportunities. Sporting excellence, musical performance, national competitions, and creative activities all flourish here, nurturing the whole child and supporting the well-rounded development we value so highly.

Parkstone Grammar School is a six-form entry selective girls' school with an intake of 192 students into Year 7 and a thriving Sixth Form of nearly 300 students. As a stand-alone academy, we are proud of our independence, yet we benefit greatly from collaboration with Poole Grammar School for Boys, which enables us to offer an outstanding range of A Level subjects. We are also an active member of a formal partnership of South West grammar schools, the South West Academic Trust (SWAT), sharing best practice and innovation.

Our most recent Ofsted inspection in May 2025 rated the school as Good with Outstanding for student behaviour and attitudes, and we continue to build on those strengths. Our financial position is strong, allowing us to invest significantly in our estate and facilities, creating modern, inspiring, and welcoming teaching and learning environments.

Our core values — Commitment, Courage and Compassion — underpin all that we do. They guide our mission to provide an education that not only inspires and empowers our students, but also equips them with the confidence, adaptability and ambition to thrive in an ever-evolving world.

At Parkstone, we believe that our staff are our greatest strength. We deeply value their expertise, commitment and care. The dedication of our teachers, support staff and leaders ensure that every student is known, supported and challenged. We are proud of the collaborative, caring and ambitious professional community that defines our school.

We are seeking an enthusiastic and inspirational Teacher of Biology — someone who will build on our current successes, champion our values, and join our community with vision and compassion. This is an exceptional opportunity to be part of a thriving and forward-thinking school, helping to shape the lives of our remarkable young people and the dedicated staff who support them.

We look forward to hearing from you.

David Hallsworth, Headteacher



Commitment *Courage* *Compassion*



Our Guiding Principles

- Parkstone will be a seat of exceptional learning where great teachers enjoy autonomy in the classroom to inspire and challenge our able students.
- Very high-quality staff development and peer support to facilitate highly effective learning over time.
- Effective feedback to move students forward in their knowledge and skill development.
- Parkstone will achieve amongst the best schools in the country for the national progress measures at GCSE and A Level.
- A positive ethos underpinned by our values of Commitment, Courage and Compassion.
- Personalised support with highly effective intervention to enable equal access to learning.
- Students will have an understanding of global and national diversity and will be well prepared for life in an ever-evolving world.
- A strong community supported by the staff and student leadership teams.
- Compassionate, high quality advice and guidance to make informed and confident decisions regarding life after Parkstone.
- Opportunities outside the classroom which provide holistic development.
- To engage in initiatives and charity projects to contribute to the local and wider community.
- A broad, balanced and inspiring curriculum appropriate to Parkstone.
- An inspiring learning environment underpinned by a research culture and reflective practice.
- Our community will have high expectations of everyone in line with our Values and Charter.
- To instil a sense of stewardship towards our local, national and global environment.



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Our School Charter

In our community it is important that we should maintain high standards and take responsibility for our own actions.

OUR COMMUNITY RESPONSIBILITIES

- To uphold the values of our school
- To treat all persons and the environment of the school with respect
- To apply ourselves to all areas of school life
- To empower all to do our best and to take care of each other
- To challenge any inequality and prejudiced attitudes

OUR RIGHTS

- To be treated with respect by all members of our community
- To feel safe both emotionally and physically in our school environment
- To participate in all the opportunities that our school offers
- To know where we can access support and guidance
- To be challenged appropriately where we fall short of our responsibilities



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Safeguarding

Parkstone Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All shortlisted candidates will be required to complete a Criminal Records Self-Declaration Form. This will allow the school to identify whether you may be ineligible for a role based on barring or a section 128 direction.

Any successful applicant will be required to undertake an Enhanced DBS Check with Children's Barred List information. They will also be required to provide the relevant criminal record checks for time spent living or working outside of the UK within the last 10 years. Applicants can find further information via gov.uk. Please note that any cost for these checks will not be covered by the school.

Further information on safer recruitment processes can be found on our website and we encourage you to read these before submitting your application. Alternatively, please contact our HR Manager if you have any questions by calling the school on 01202 605605.

Our Child Protection Safeguarding Policy can be found on our school website.



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Equality and Diversity

We are committed to maintaining a community that recognises and celebrates difference within a culture of respect and cooperation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, trustees and parents/cares.

We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination. Advance equality of opportunity and foster good relations in relation to age (applicable only to staff), disability race, gender (including issues of transgender), maternity and pregnancy, religion and belief, sexual orientation and marital status (applicable only to staff).

We also recognise that we have a duty under the Education and Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups, which is also covered within our spiritual, moral, social and cultural activities.

We also appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

- All pupils, families and staff are of equal value
- We recognise and respect difference
- We foster positive attitudes and relationships, and a share sense of cohesion and belonging
- We observe good equalities practice in relation to staff
- We aim to reduce and remove inequalities and barriers that already exist
- We consult and involve ensuring views are heard
- We aim to foster greater community cohesion
- We base our practices on sound evidence
- We set ourselves specific and measurable equality objectives



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Benefits

Parkstone is pleased to be able to offer all staff members:

Core Benefits

- A contributory pension scheme relevant to your role (including access to Teacher and Local Government Schemes).
- Occupational sick pay.
- Tailored Continuous Professional Development (CPD) through the South Central Teaching Hub.
- Free access to the Employee Assistance Programme (EAP) - confidential support network that offers expert advice and compassionate guidance 24/7 covering a wide range of issues, such as: Legal Information, Bereavement Support and Online CBT among much more.
- All staff are entitled to a 'Golden Day' once a year – a paid day off or part time equivalent.
- Specsavers voucher for eye test and amount towards glasses if needed for DSE use.
- Four additional non-teaching days throughout the year, allowing for department planning time.
- Two disaggregated INSET days, allowing for an earlier finish at the end of the Summer term.
- Free Yoga and Pilates sessions throughout the term.
- Termly Staff Wellbeing and Workload groups to raise and solve issues.

Flexible Benefits

- Cycle to work scheme
- Eligibility to join The Blue Light Card discount scheme



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Leadership Structure

Headteacher
David Hallsworth

- Vision
- Staffing
- Finance
- Governors
- Staff Wellbeing
- Community
- BCP Links
- SWAT – Directors
- Middle Leadership
- SDP/SEF
- Network and Website
- Marketing and Publicity
- Line Management of LG

Deputy Headteacher

- Teaching and Learning
- Curriculum
- Key Stage Manager Year 11
- Pedagogy
- Homework
- Literacy
- Numeracy
- Admissions
- Activities Week
- PFSA
- SWAT
- Line Management



Assistant Headteacher

- Key Stage Manager Year 7
- Personal Development
- Student Wellbeing
- Senior Mental Health Lead
- SEND
- Examinations
- EVC
- Role of Tutor
- SMSC and British Values
- Assemblies
- DFTW
- Extra-curricular monitoring and intervention
- Anti-Bullying
- Line Management

Assistant Headteacher

- Staff Development
- Key Stage Manager Years 8 + 9
- Appraisal
- CPD
- Timetable
- Cover
- House System
- Student Voice
- Whole School Calendar
- Equality
- Line Management

Assistant Headteacher

- Assessment
- Key Stage Manager Sixth Form
- Student Tracking and Reporting to Parents
- Poole Grammar Link
- UCAS
- Pupil Premium
- Alumni
- Senior Awards
- Line Management

Assistant Headteacher

- DSL
- Key Stage Manager Year 10
- Behaviour and Rewards
- Safeguarding
- Prevent
- E-Safety
- CLA
- Junior Awards
- Attendance and Punctuality
- Line Management



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Job Description

DETAILS OF THE POST

This permanent post becomes available from 1 September 2026.

This is an excellent opportunity for a committed and enthusiastic candidate to work in a highly effective and very successful Biology Department. It is essential for the successful candidate to be able to teach Biology to GCSE and Science at KS3, with A Level Biology preferable. They should be someone who can continue to inspire, enthuse and bring out the best in all our able students. In addition to more experienced colleagues, this post is also suitable for ECTs.

All teachers are expected to act as form tutors and to assist with the extra-curricular activities of the school and the teaching of associated subjects.

THE DEPARTMENT

The Biology Department consists of 6 teaching staff and appropriate Technician support. Each Science has a Head of Department, and there is also a Head of Key Stage 3 Science.

CURRICULUM

Staff are committed to maximising student achievement and examination results in the department are excellent.

Years 7 & 8: Students follow a coordinated course, with a very strong emphasis on learning skills, essential Science investigatory and problem-solving skills, as well as meeting statutory requirements for KS3 in terms of content. Students are taught KS3 Science with 6 hourly lessons in a fortnight. The Head of Key Stage 3 Science is responsible for the leading of Key Stage 3 with the Biology Department contributing through resources for the Biology component.

Years 9-11: All students follow a course that leads to Separate Science GCSE 9-1 Biology EDEXCEL (1BIO) and are taught in 8 groups. The students undertake 4 lessons of Biology, 4 Chemistry and 4 Physics in a two-week lesson cycle.

A Level

Biology: OCR (Spec A) (H420)

Uptake at A Level is extremely healthy with 4 groups in both Year 12 and 13 currently. Year 12 & 13 groups have 9 periods per fortnight shared between two teachers.



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LABORATORIES AND RESOURCES

The Biology Department is very well resourced and there are 4 fully equipped laboratories and 2 Prep Room areas for Biology.

The department also has access to a trolley of laptop computers for student use, all wirelessly linked to the curriculum network. The main Science lobby area also has workstations for private student study.

Science has been well equipped over the last few years and storage provision is well organised by the experienced Technicians. ICT is used extensively by the students and all teachers are provided with a laptop.

DEPARTMENT INITIATIVES AND OTHER RELEVANT INFORMATION

·The Parkstone Biology Department regularly sends students to Oxford and Cambridge, Medical/ Veterinary Schools and a variety of Pure and Applied Science courses at universities.

·There is an active body of Biology Prefects in Years 12 and 13 who undertake a variety of roles including mentoring, organising discussion groups and helping on Open Evenings.

·A Biology newsletter entitled 'Bazinga' is produced each half term by the Year 12 and 13 prefects.

·Within Biology, there is a rigorous marking and monitoring system in place to ensure students fulfil their potential, with the use of a department developed support card system.

·All staff have had extensive professional development which enhances their teaching and managerial skills.

·All staff are supportive and there is a strong team ethos within the department.

·Students are entered every year for Biology Olympiads.



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Person Specification

We are seeking a highly skilled colleague who will be dynamic and committed to the school. The qualities, skills and experience we are looking for include:

- excellent academic/professional qualifications
- excellent classroom skills reflecting the standards laid out in the Teacher's Standards document 2102
- the highest possible expectations of attitudes to learning and student progress
- the ability to teach KS3 Science and GCSE Biology. The ability to teach A Level Biology is desirable
- the ability to demonstrate enthusiasm and passion for the subject
- excellent knowledge and an awareness of current developments in the subject
- the ability to use data on student achievement as effectively as possible
- ICT skills that enable you to make the best use of new technology to support teaching and learning
- the ability to work well within a team and contribute to planning schemes of work
- an excellent rapport with both students and colleagues
- excellent inter-personal skills
- decision-making skills
- excellent communication and presentation skills
- the ability to work effectively under pressure
- a commitment to safeguarding and promoting the welfare of our students
- a commitment to the wider life of the school
- a commitment to equality of opportunity
- a commitment to continuous improvement and professional development
- boundless energy and a sense of humour!



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Applying for the Teacher of Biology post

Candidates should apply by school application form only. Application forms are available on the school website, or upon request from the HR Manager by emailing recruitment@parkstone.poole.sch.uk

Closing Date: 9.00 am Thursday 7 May 2026

Interviews: w/c 11 May 2026



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Contact us

If you would like more information about Parkstone Grammar School please email recruitment@parkstone.poole.sch.uk

Alternatively, if you wish to discuss the vacancy please call 01202 605605 8.00 – 4.30 Monday to Thursday and 8.00 – 4.00 on a Friday.

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