



TEACHER OF BIOLOGY

(OPPORTUNITY FOR LEADERSHIP RESPONSIBILITY)

APPLICATION PACK



JOB DETAILS HOW TO APPLY



Start Date	August 2025 (subject to successful pre-employment checks including and Enhanced DBS check or a check against the DBS Update Service if registered)
Working Arrangements	Permanent, Full-time (part time would be considered)
Salary	Sixth Form Colleges' Salary Structure Main Teaching Scale (up to £49,725 per annum) For leadership responsibility allowance: RA4 (£3,258)
Pension Scheme	Teachers' Pension Scheme
Contractual Terms	NJC Terms and Conditions for Teaching Staff in Sixth Form Colleges
Application Deadline	12 noon Thursday 27 th February 2025
Interviews	It is anticipated interviews will be held w/c 3 rd March 2025

How to Apply:

Download the application form and complete it electronically (please note we are unable to accept CVs).

Email your application to **hr@priestley.ac.uk** or, if you are unable to complete it electronically, hand it in at our reception or post to: **HR Department, Priestley College, Loushers Lane, Warrington, WA4 6RD.**

Incomplete applications will not be accepted.

It is important you complete all relevant sections of the form accurately. Providing false information is an offence and could result in your application being rejected or, if you are selected, to summary dismissal with the potential for prosecution.

If you require assistance completing your application, or require information in a different format, please email **hr@priestley.ac.uk**

JOB DESCRIPTION



Job Title: Teacher of Biology

Responsible to: Head of Faculty

Job Description and Purpose:

The key purpose of the role is to ensure that all students receive from Priestley College the best possible learning opportunities related to realistic achievable learning goals.

Teachers at Priestley College make the education of their students their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge; keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents/carers in the best interest of their students.

Job Duties and Responsibilities:

- Set high expectations which inspire, motivate and challenge students of all backgrounds
- Promote good progress and outcomes for all students
- Demonstrate strong subject and curriculum knowledge
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all students
- Make accurate and productive use of assessment
- Manage behaviour effectively to ensure a good and safe learning environment

Key Outcomes of the Job:

- Healthy enrolment and retention of students, excellent student progress and destinations with achievement rates in specified learning goals.
- Students who are informed, who feel confident in their learning and who enjoy the experience of their subjects/courses/programmes at Priestley College.
- A welcoming, inclusive and learning-focused atmosphere in the college environment.
- Colleagues who feel that an appropriate contribution is made to the work of the team.

Teaching, Learning and Assessment:

- To be responsible for promoting and safeguarding the welfare of children and young persons.
- To manage and plan teaching and learning programmes for groups and individuals, assessing needs, identifying appropriate teaching and learning strategies and developing and using relevant resources.

JOB DESCRIPTION



Job Duties and Responsibilities:

- To monitor closely, assess the work and report the progress of individuals (including the use of relevant data to monitor progress, set targets, and plan subsequent lessons)
- To be responsible for the accurate and timely administration of all matters related to student and course management including ensuring the requirements of external agencies are met.
- To give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.
- To know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.
- Ensure equality and diversity are actively promoted and that any discrimination and bullying are tackled and that every opportunity is taken to diminish the difference in the progress and achievement rates for identified cohorts.

Other Specific Duties:

- To seek out and take part in appropriate training opportunities as part of personal professional development and in response to the developmental needs of the College and of the programme area.
- To participate in course reviews/self-assessment in line with the College's Quality Assurance processes.
- To continually reflect upon and evaluate one's own performance, undertaking professional review in line with the College's Quality Assurance processes.
- To help market the subject/course/programme to prospective students of the College through such liaison and promotion activities as may be required.
- To contribute to the overall work of the subject/course/programme within the College, including open/interview events, field trips, enhancement programmes and extra-curricular activities as appropriate.

Communication:

- To ensure effective communication through the attendance at staff briefings, subject and faculty meetings as appropriate.

PERSON SPECIFICATION

TEACHER OF BIOLOGY



	Essential	Desirable	Identified by	
Relevant Experience:				
Experience of AS/A2 Biology		✓	Application Interview References Certificates	
This post would also be suitable for a newly qualified teacher		✓		
Successful experience of teaching in a 16-19 environment at A-level and GCSE		✓		
Education and Training:				
Good degree in Biology	✓			
Relevant teaching qualification	✓			
Knowledge and Abilities:				
Excellent teacher with ability to motivate students and to achieve good results	✓			
Good organisational and administrative skills	✓			
A second science subject up to AS level		✓		
IT abilities and a commitment to their application	✓			
Ability to contribute to Level 3 BTEC Applied Science or Applied Human Biology		✓		
Ability to motivate students of varied ability	✓			
Ability and willingness to act as a Personal Tutor	✓			
Outstanding/very good classroom practitioner	✓			
Personal Qualities				
Good communication and interpersonal skills	✓			
A passion for teaching	✓			
Enthusiasm, love of subject and dedication to task	✓			
A flexible approach to work	✓			
Team player with good communication and interpersonal skills	✓			
Able and willing to take responsibility	✓			
Safeguarding				
Suitable to work with children and young adults and/or vulnerable adults	✓		DBS Certificate	
Willingness to apply for an Enhanced Disclosure and Barring Service check or to have a check undertaken against an existing DBS Certificate if registered for the DBS Update Service.	✓			

Post: Teacher of Biology (opportunity for leadership responsibility)

Biology is a thriving, popular and successful course within the faculty. There are approximately 120 students across our AS and A2 Biology courses which together provide our students with a broad experience of both practical skills and theory within the subject.

Within the STEM faculty, Biology is part of the Biology and GCSE Science curriculum area. This also includes, BTEC Applied Human Biology and GCSE Science. The ability to contribute to our L3 BTEC Applied Science or Applied Human Biology course would be beneficial.

At present there are three experienced teaching staff that cover Biology and we have four Science technicians that support the full suite of Level 3 courses across the Sciences. There is currently a vacancy for a Curriculum Lead for Biology and GCSE Science within the STEM Faculty and the college would seek to appoint to this role if there was a suitable candidate. Please indicate on your application form if you wish to be considered for a leadership post.

Biology is an increasingly popular choice for students and offers an exciting, route into a variety of degree courses, apprenticeships and careers such as Medicine, Dentistry, Physiotherapy, Marine Biology and Zoology.

Priestley College has high expectations around attendance and our retention rates are consistently good. Across all teaching staff there is a commitment to high standards of teaching, learning and assessment. Our aim is to encourage students at all levels to achieve the highest grade possible and the new member of staff will be expected to share the ethos of continuing improvement. The delivery of Biology is done through several well-furnished and well-equipped laboratories.

All Science specialisms within the Faculty offer a range of extra-curricular activities, such as visits to local University departments, guest speakers, field work and learner conferences. Students within Biology have recently been involved in national competitions such as the British Biology Olympiad.

All courses within the STEM Faculty support students through an effective VLE in the form of Google Classroom and as a Faculty, we are actively involved in professional development of staff in teaching, learning and assessment.

ADDITIONAL INFORMATION



Safeguarding and Safer Recruitment in Education

The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff, governors and volunteers to share this commitment. All policies regarding safeguarding can be found on our website www.priestley.ac.uk

Priestley College uses the Disclosure and Barring Service to assess all applicants and complies fully with the DBS Code of Practice. For more details go to www.gov.uk/government/organisations/disclosure-and-barring-service/about and for information relating to the DBS Update Service visit www.gov.uk/dbs-update-service. We also comply with our obligations under the Data Protection Act 1998.

The successful applicant will be required to obtain an Enhanced DBS certificate for the Child Workforce (which must be shared with the HR Department within 28 days of its issue) or if already registered with the Update Service, provide their original certificate, and their registration number. All information will be treated in the strictest confidence and will not necessarily disqualify a candidate from consideration of appointment.

Equality and Diversity

As an equal opportunities employer we aim to promote and maintain equality of opportunity. We monitor the diversity of applicants and would therefore ask you to support us in completing and returning our Equal Opportunities Monitoring Form. Information will be treated in confidence and will only be used to assist our monitoring process.

Invitation to Interview

Applicants who are shortlisted will be emailed by the HR Department. If you have not been contacted you should assume that unfortunately you have not been shortlisted. Applicants who require any special arrangements or adjustments should contact HR. Applicants declaring a disability will be contacted in order that, wherever possible, appropriate adjustments can be made to support the candidate.

Evidence of Identity

At interview, applicants will be required to produce the following:

Evidence of identity

Current, valid passport

and / or

Current, valid driving licence

and / or

birth certificate (issued at time of birth, full or short form)

Confirmation of address

Bank / building society statement

or a utility bill

(mobile phone bill is not acceptable)

Qualifications relevant to the post (if not provided at interview must be provided prior to taking up an appointment. Failure to do so may result in a job offer being withdrawn).

References (Safeguarding Requirement)

If you are invited to attend an interview, the College will approach your referees prior to interview where possible. One of your nominated referees must be of a professional nature eg. current employer. Referees should not both be from the same employer wherever possible. If you are not currently working with children or young people, but have been employed in such a capacity previously, we require one nominated referee from that employment.

Offer of Appointment

Any offer of employment will be subject to mandatory pre-employment checks including all those outlined above as well as proof of health and physical capacity to undertake the role ie. an occupational role (ie. an occupational health check).

ABOUT PRIESTLEY



Priestley College's mission is to inspire, challenge and support young people to ensure they excel both in learning and in life.

As a founder member of The Challenge Academy Trust the College is part of TCAT's aim to deliver a cohesive education pathway from primary through to sixth form.

We are a friendly and inclusive college with a consistent record of high achievement, offering around 70 A-Level, Vocational and T-Level courses.

Priestley students have a consistent record of achieving a pass rate of 99% or better in A-Levels and each year around 30 A-Levels see a 100% success rate. Similar accolades are secured in Vocational subjects and in T-Levels.

The quality of education we provide in Science, Technology, Engineering and Maths was recognised when we became the first dedicated sixth form in the country to receive STEM-assured status.

Priestley was one of first colleges in the country to provide T-Levels and we also boast the UK's first dual rugby academy acknowledging the level of coaching received by both girls and boys.

There are now more than 2,000 students at Priestley who learn on a modern campus that we are constantly looking to improve.

Priestley is not a college that stands still. All tutors and staff constantly look for ways to improve in order to make the biggest difference to the highest number of young people.



OUR CAMPUS



Priestley has a welcoming campus similar to one you would find at a university.

- C** CRESCENT BUILDING / MAIN RECEPTION
- P** PRIESTLEY ENTRANCE
- CT** COSTELLO THEATRE
- LRC** LEARNING RESOURCE CENTRE
- LC** LEWIS CARROLL BUILDING
- S** SPORTS CENTRE / ALL WEATHER PITCH
- D** DESIGN CENTRE
- A** ARTS CENTRE
- PA** PERFORMING ARTS
- VB** VIOLA BEACH CAFE



CAMPUS FACILITIES

Crescent Building

The Crescent Building is home to a wide range of subjects, everything from Health and Education to History and Public Services. It is also where you will find the Crescent Café and a Starbucks with space to relax outside.

Learning Resource Centre

The LRC has recently been refurbished to create some definitive spaces in which to learn including Wellbeing and Careers Hub.

Viola Beach Café & Costa Crescent Café & Starbucks

Visit the Viola Beach Café where there is space to relax and where we hold regular open mic sessions. Upstairs is The Mez where we serve Costa Coffee as well as seating for groups. The Crescent Café provides freshly-prepared food including a salad bar, sandwiches, wraps, soups and other hot meals including breakfast. Cashless Catering allows students to pay for meals using their ID card. Your account can be topped up online or at one of the top-up machines in college.

Outdoor Spaces

There are several spaces around the campus where you can relax outside. There is some undercover seating linked to the Crescent Café, a mini outdoor theatre surrounded by greenery that is very relaxing as well as a large space in the centre of campus with benches and tables.





ADAM BIRD

'My role allows me to work with people across the college and what always impresses me at Priestley is how everyone pulls together for the good of the students and the college as a whole. It is an inspirational place to work.'

Head of Marketing & Communications

LIBBY HOLT

'Priestley has a real sense of community and shared purpose. The focus is on how we work together, support each other and use our expertise to provide the best experience and opportunities for our students. There is a clear and thoughtful balance between academic rigour and pastoral support that enables students to achieve their potential both here and beyond.'

Head of Faculty
Humanities & Social Science

KIM PAYTON

'I was a student at Priestley and now as a member of staff I have worked alongside some of the most wonderful people as well as supported inspirational students. The experience has helped shape the person I am today.'

Administrator for Pastoral Heads

CHRIS JOHNSON

'I enjoy working at Priestley as teachers can get involved in project posts, allowing you to utilise existing/develop new skills and knowledge, and work with other faculties.'

Teacher of Business Studies

OUR STAFF BENEFITS



There are many additional benefits to working at Priestley College. Below is a summary of some key perks.



Health Assured

Access to comprehensive telephone helplines that are available all day, every day offering practical and emotional support including help with bereavement, trauma, relationship issues, stress and family matters. There are many other benefits to this service, which all staff are made aware of when joining Priestley.



Continuous Professional Development Programme

Priestley College runs a number of Continuous Professional Development Days throughout the year and is open to suggestions as to what you would like to learn on these days. Staff can also be supported in additional development outside of these days.



Free eye tests

Staff can apply to be reimbursed for the cost of an eye test where a significant part of their normal work is spent on a visual display unit (VDU) or display screen equipment (DSE).



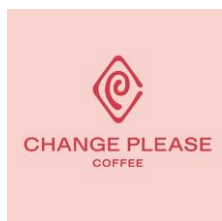
Staff wellbeing activities

There are several wellbeing activities that take place throughout the year as well as fun charity days and social gatherings that bring all staff who want to join in together.



Free parking and cycle storage

Free parking is available at Priestley College and there is a secure cycle storage area on the campus.



Cafes and kitchen

Staff have two cafes from which to choose, but both sell tasty coffee supplied by Change Please. This amazing social enterprise donates its profits to helping the homeless so every time you buy a drink you are making a difference!

TCAT STAFF BENEFITS



As a part of The Challenge Academy Trust, staff at Priestley are also eligible for the following benefits. Scan the QR code to find out more about TCAT's approach to workload, wellbeing and staff benefits.



Continuing Professional Development

Join us at Education Connect to access high-quality CPD that is rooted in the latest research, promotes innovation, and fosters a culture of collaboration.



TCAT Plus (Health and Wellbeing and Staff Discounts)

TCAT Plus is an online hub for all staff that offers wellbeing support and financial discounts at hundreds of big brand online and high street retailers.



Cycle to Work Scheme

Save 23-39% on a new bike for work. TCAT have teamed up with BHN Extras to offer a Cycle to work salary sacrifice scheme.



Smart Tech

A chance to get the latest tech at the best price and spread the payments over your salary, interest-free.



Car Benefit Scheme

A salary sacrifice car lease scheme in partnership with Tusker. Access an electric or hybrid vehicle that will be fully serviced, insured, vehicle tax paid and recovery assistance.



Pension

A career within TCAT will provide you with access to the Teachers Pension or Local Government Pension scheme.



Hub Support Mode

Strength through interdependence and collective accountability in our working practices. Much of this is achieved via our extensive professional hub network.



Workload Strategy

We have carefully examined and implemented the recommendations outlined in the DfE Workload Reduction Toolkit across the Trust. We are committed to aligning and integrating our approach to workload management for all our staff.



Maternity, Paternity, Adoption and Shared Parental leave

Enhanced maternity and adoption pay for eligible employees.



Entitlement to occupational sick pay

Up to six months full pay and six months half pay in the event of being unable to work.



Enhanced annual leave for support staff

8 bank holidays plus up to 31 days annual leave.



PRIESTLEY
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WARRINGTON

Loushers Lane, Warrington, WA4 6RD
Tel: 01925 633591 priestley.ac.uk