



West Hatch High School

a Specialist Business and Enterprise School

"THE BEST THAT I CAN BE"

Headteacher: Mrs V Schaefer BA (Hons), MA, PGCE (Cantab), MCCT

Teacher of Biology

Required September 2025

A payment of £1,000 will be paid to the successful candidate if they have applied direct to the School for this role (this will be paid in three instalments at the end of each term during the first year)

We are seeking an exceptional Teacher of Biology to guide and inspire both students and staff in our thriving science department. Science is taught from KS3 to GCSE + 'A' level and you will be required to teach KS3, GCSE which will include triple science and AS and A2 Biology.

Our science teachers are enthusiastic, knowledgeable and hardworking. The department has clear priorities for raising standards of performance and is committed to the improvement and development of all teachers. There is a strong focus on improving the quality of teaching and learning with staff planning together and sharing best practice. The post will appeal to newly qualified teachers or experienced teachers with a strong track record wishing to join a thriving and oversubscribed school

We offer the following benefits:

- Newly built sports hall with fully fitted gym available for staff use,
- Swimming pool available for staff use,
- Banked cover scheme allowing staff to build time to take some term time days off,
- The Headteacher is passionate about staff workload and wellbeing and holds regular wellbeing meetings with staff,
- Minimal marking expectations,
- Additional CPD day to allow staff to mark mock internal examinations,
- All our teachers are provided with laptops and staff are welcome to work where and when they wish outside of school hours,
- We offer a significant number of paid development opportunities within departments and also across the school.

For more detailed information please see the additional information pack.

At West Hatch we believe in building strong relationships with students and going the extra mile to support students' successes both in and outside of school.

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share in the commitment. This appointment is subject to an enhanced DBS check and positive references.

Further details about this post and an Application Form are available by visiting our School website at www.westhatch.net

If you require additional information, please contact recruitment@westhatch.net

Closing date: Monday 12th May at 9am

Early applications are encouraged as we will review applications as we receive them; and applicants may be contacted for interview before the closing date.



Under the overall direction of the Headteacher.

TEACHING

- Have a secure and up to date knowledge and understanding of the concepts and skills necessary to teach specialist subjects.
- Plan to achieve progression in pupils learning in line with agreed expectations on targets.
- Set homework, mark and assess in line with school policies. Engage with school-wide learning initiatives.
- Ensure that high quality teaching and learning takes place in all allocated classes.
- Mark, assess, record and report on pupil achievement and maintain records as stated in the schools policy. Maintain accurate records and use assessment data to monitor progress, targets and take action (e.g. SEN, Gifted & Talented, praise and track under achievement).
- Contribute to the development of Schemes of Learning, School and Team policies as requested.
- Maintain a purposeful, orderly classroom environment including neat storage, learning centred display and by employing a range of behaviour management strategies. Monitor targets for pupils on report.
- Undertake specific duties within the Team as agreed with your line manager.
- Attend and contribute positively to meetings and professional development activities.
- Promote and contribute where possible to the school's extra-curricular programme.
- Meet deadlines for reports, marking, submission of coursework and other assignments.
- Prepare pupils for examinations and take part in standardisation or moderating exercises as require by the Team or examination boards.
- Contribute to Citizenship teaching, special one day events and to the ethos of a Business and Enterprise Specialist School.
- Provide a welcoming environment to visitors and respond within 24 hours to telephone calls and within 7 days to written correspondence.
- Follow School Policy and support the Leadership Team in the effective operation of the school.
- Carry out the role of form tutor as required.
- All teachers at West Hatch may be required to deliver in subjects other than their specialism dependant upon the schools curriculum needs. The senior team will determine subjects taught dependant on the teachers individual experiences, skills and or qualifications.

PROFESSIONAL STANDARDS

- Carry out your role in a professional, positive and proactive manner.
- To undertake any reasonable instruction.
- Deal courteously with colleagues, pupils, parents and the public.
- Come to work suitable dressed, in accordance with the Schools Dress Code.
- Maintain strict confidentiality with regard to issues relating to pupils, parents, other staff and school business.

- Set a good example to students.
- Be supportive at all times of the school's aims and ethos.
- Work as part of a team to support the team and school objectives.
- Be familiar and comply with school policies as set by the Governing body.
- Aim for high standards of punctuality and attendance.

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share in the commitment. This appointment is subject to an enhanced DBS check and positive references.

2021



Teacher of Biology Person Specification

We seek an enthusiastic, energetic and ambitious teacher who is committed to the highest standards and who can demonstrate leadership and management skills compatible with the school's vision and values.

The successful candidate will have the following:

Essential	Desirable
Qualifications and training • QTS status and good honours degree in Biology or relevant subject to this post • Recent and significant experience of teaching Biology, in a large 11-18, or 13-18 comprehensive school • Evidence of your commitment to your own high-quality professional development	A willingness to contribute to the wider life of the school Recent and significant experience of teaching Biology to Advanced Level in a large 11-18, or 13-18 comprehensive school
Skills, knowledge and aptitude • Recent knowledge, understanding and teaching of the requirements of the National Curriculum for Biology at KS5 • Excellent and proven ICT skills to enhance teaching and learning • Experience of recording, assessment and reporting processes and the ability to secure achievement through challenge and support • Recent knowledge and understanding of developments in Biology both within and without of the school environment. • Recent knowledge and understanding of how safeguarding is met in your subject.	
Experience • A proven track record of successful teaching and securing outstanding results through ensuring high quality teaching and learning • Personal tutoring and guidance for students showing an ability to establish rapport • Evidence of having a good track record in enriching and developing activities to enhance and promote literacy beyond the classroom • The ability to use data effectively, to monitor and enhance student progress	

Personal Qualities	
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| <ul style="list-style-type: none">• Ability to be proactive and initiate action• Ability to work under pressure and meet deadlines• Evidence of the ability to be creative and inspire enthusiasm for your subjects in both colleagues and students• Ability to work productively as part of a team and take part in collective decision making.• A sense of humour and a passion that encourages others to think positively and teach creatively.• The ability to manage a challenging workload and maintain a work life balance | |
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