



WILSON'S SCHOOL



Brief for the position of  
**Teacher of Biology**

Required from  
September 2021



# WILSON'S SCHOOL

*"Pupils are proud of their school, and they want to make the very best of themselves to maintain its reputation." [Ofsted, 2020]*



## The School

### Introduction

Thank you for considering applying to work at Wilson's. I joined the school fifteen years ago and can genuinely say that it is a wonderful place to work. Our efforts were recognised by The Sunday Times which named us as State Secondary School of the Year, 2019 and more recently the same publication awarded us 'London State School of the Decade'.

Our staff are our greatest asset and, just as with our boys, I see it as my primary duty to take care of them. Morale is high because there is a sense of mutual endeavour at all levels. We have a tradition of seeking staff views as to how the school can be improved and there is a culture of praise and good humour. There is a lively staff room and much beyond that to build a sense of team. A two week October break and longer summer exist to recognise the commitment of my first rate team. I do not hide in an ivory tower and you will likely bump in to me or one of my senior leaders on the way to our own lessons or doing duties alongside colleagues at lunch and break.

In 2015 we celebrated the 400th anniversary of Wilson's foundation in 1615 when Edward Wilson obtained letters patent from King James I to the effect that "for all time to come there shall be one Grammar School for the education, institution and instruction of children and youths in Grammar to be called The Free Grammar School of Edward Wilson." From its beginnings as a local grammar school in inner London, and forty five years on from its relocation to Wallington in Surrey, the school has become established as one of the finest boys' state funded schools in the country. It continues to embody the ethos of a grammar school, in providing the opportunity of a first class academic education to children regardless of their financial status or social standing. We continue to educate substantial

numbers of bright children from families with very limited financial means and as a result provide life changing opportunities for them. I am proud of our growing outreach programme.

The school has never been stronger than it is today. Our academic profile is very impressive; our staff are first rate; the school is hugely oversubscribed; our financial position is sound and our facilities are excellent. More importantly, the school has a strong sense of its distinctive identity; our students and our staff have a genuine pride in the school and its achievements and derive great satisfaction and pleasure from their work here; the values of excellence and ambition in all aspects of the school's activity are deeply rooted and explicitly supported by all sections of the school's community. Our students, nearly all of whom continue into the sixth form, leave with a breadth and wealth of experience gained both within and outside the classroom that have helped to make them impressively well rounded, engaging and deeply civilised human beings.

I would encourage you to familiarise yourself with the school's website which contains a wealth of information about the school, its ethos, curriculum and activities and of course our glowing Ofsted report from 2020.

I very much look forward to receiving your application for this post and would encourage you to get in touch if you would like any further detail!

N J Cole,  
Headmaster





# WILSON'S SCHOOL

*"Staff said the Head has created a happy place to work." [Ofsted, 2020]*



## The School

### Staff Wellbeing and Development

Teaching is an invigorating and joyful profession, but it requires energy and drive and can be intense. We champion the wellbeing and development of our staff as we recognise that this in the best interests of all and also embraces the school's motto of NON SIBI SED OMNIBUS ("not for oneself, but for all!").

#### Work Hard – Play Hard

- As well as a seven-week summer holiday, we enjoy a two-week half term in October.

#### A commitment to a healthy work-life balance in term time

- We do not ask staff to write subject reports. Time for writing form tutor reports is allocated on a day when the school is closed to pupils.
- There are only three points in the year when teachers have to input assessment data about their pupils onto the school system.
- Each subject department (rather than SLT) decides how and when pupils' work should be marked, to ensure manageable workload for staff.
- We have just one parents' evening per year group, beginning at 16:00 and finishing by 18:30.
- Almost all professional development opportunities take place during 'early finish' days so that the school day ends at 15:30.
- We do not expect any special preparation for professional development lesson observations, just for staff to carry on as they would typically do.
- We never expect staff to read or reply to e-mails in the evenings, weekends or holidays.
- The school calendar is planned over a year in advance and shared with staff for comment before it is finalised.

#### A vibrant place to work

- The school is a cheerful place to work, with professional relationships characterised by warmth and good humour.
- The boys at Wilson's are a pleasure to work with. They are particularly proud to be at the school and they work hard.
- There is very strong provision for the welfare of pupils. Pupils of all ages behave very well.
- We have an active Staff Association, which organises social events, alongside staff yoga, football, badminton and book club.
- We appreciate the importance of family and will always do our best to enable staff to attend important events.
- The Wilson's School Trustees provide complimentary tea and coffee for staff and understand that the little extras – like a gift at Christmas - are appreciated by all.

#### A place to advance your career

- Wilson's has a national reputation for excellence given the outstanding outcomes of pupils and the successes they go on to achieve.
- Whatever their level of experience, all new staff receive mentoring from an outstanding teacher within the school. New leaders are allocated a leadership mentor.
- We have a reputation for spotting and nurturing talent. Many

of our school leaders joined as Newly Qualified Teachers. We operate specific programmes for NQTs, aspiring middle leaders and aspiring senior leaders.

- CPD encourages staff to debate the way they teach and take risks. Teachers are very much involved in the planning of these programmes.

#### A commitment to ongoing improvement

- We have a Lead Teacher (outside of SLT) who is the workload champion for teaching staff.
- We regularly invite staff to suggest innovations to the school's practice, including in relation to workload.
- A biennial anonymous staff survey allows us to monitor how we're doing.
- All leaders within the school operate an 'open door' approach so that queries are answered and problems solved quickly.
- Parents and colleagues are regularly given the opportunity to acknowledge the contribution made by staff.

Not familiar with the area? If you do not know the area well, the school is well connected to all areas of London and Surrey by rail and bus. Unusually for London, we have extensive free parking on site. If you are considering relocation and may need short term accommodation, this is sometimes available.



[Pictured above: The Head welcomes H.R.H. The Earl of Wessex]



# WILSON'S SCHOOL

*"Leaders have a clear vision for challenging able pupils and providing them with a broad and deep curriculum." [Ofsted, 2020]*



## Admissions

The school is undoubtedly one of the most popular and well-regarded schools in the country.

We draw our students from a wide area, although approximately 70% live within a five mile radius of the school. The remaining students travel from other inner London boroughs and from Surrey. Good public transport makes the school accessible from a wide area.

Students are selected by examination. The school collaborates with other South London grammar schools in running a Selective Eligibility Test as a first round selection test. In 2020, approximately 3,000 boys sat this test and over 1,000 were passed for the second round tests. We examine students in challenging Mathematics and English tests that we write and mark ourselves.

We receive a number of applications from students who wish to join the Sixth Form. Each year we admit the strongest of these.

## Teaching and Learning

The school's success owes a great deal to the excellence of the teaching and learning which is led by the Senior Deputy Head. We invest a huge amount to ensure that our practice is of a very high order. There is a strong culture of pedagogical development and interest within the staff room as well as in departments. A significant number of staff are actively engaged in delivering CPD and in support for NQTs and new teachers at the school. We encourage debate and discussion about the way we teach.

We are strongly committed to ensuring that all teachers have the opportunity to develop their professional skills to a very high level. We have a shared vision for what excellence in learning for our students should look like. Based closely upon the Classroom Quality Standards for Gifted & Talented education, we strive to create a real passion for learning in our students and a real enthusiasm for pedagogy amongst our staff. These overriding principles in no way stymie innovative practice!

All members of staff pursue a well-supported range of professional development routes. Many other staff are actively engaged in pedagogical and professional training and development. Our CPD programme also supports teachers in developing their career as well as their teaching. We have an excellent track record of rewarding talent and hard work via promotion. Indeed, almost all of our Heads of Department and Heads of Year began their career in the classroom here and have not wanted to leave! The Senior Leadership Team itself is 'home grown'. For those aspiring to Senior Leadership the Head provides bespoke support via a programme called Developing the Whole School Mindset.

Candidates should familiarise themselves with the school's current programmes, details of which can be found at <https://www.wilsons.school/careers/tandl/>.

## Co-curricular Activity

Activity outside the classroom is intrinsic to the character of Wilson's. Our programme is very rich, wide-ranging and varied. The experiences that students gain through participation in these activities are among the most enriching and rewarding aspects of their school life and they derive much enjoyment from them. One of our key aims is to ensure that all pupils participate in co-curricular activity and this is supported by a number of different structures at the school, which provides for a full range of competitive and charitable activity.

A number of very well developed activities, all of which are marked by genuine excellence, lie at the heart of the school's co-curricular offering. School sport is exceptionally strong. Football and cricket are the school's main sports: in a typical year, as many as four hundred football fixtures will be played. The school is a badminton academy and we are one of the country's most successful badminton schools. The Sports department aims to develop elite sportsmen alongside the parallel objective of securing the widest participation. Simple participation is valued and encouraged for its own sake and forms the foundation for a developed competitive structure.

Music is equally strong, providing an extensive range of opportunities for involvement and participation. There are three choirs, three orchestras, two jazz bands, two brass ensembles, three wind bands, a barbershop group, a wind ensemble and two advanced string ensembles and standards of performance are very impressive.





# WILSON'S SCHOOL

*"Respect for one another and for different beliefs permeates the school. Pupils are kind, considerate and have a keen sense of equality." [Ofsted, 2020]*



(a number of recordings of students' performances can be found on the music microsite which can be accessed from the school website).

Other equally strong and impressive aspects of the school's provision include the very well supported and run CCF, the Duke of Edinburgh Award (bronze, silver and gold), drama, chess and debating.

It is important to stress that at Wilson's we do not have a hierarchy of talents. We excel in a wide range of areas but we do not see ourselves as defined by any one of them in particular. We simply want boys to find something to immerse themselves in that they enjoy.



## Pastoral Care

The pastoral system of the school is a particular strength and does much to maintain high levels of motivation and wellbeing among the students. Our aim is to provide scope for every student to explore his own strengths, to understand and begin to tackle his weaknesses and to develop teamwork skills. We aim to support students in developing a resilient, optimistic, confident and ambitious outlook. *NON SIBI SED OMNIBUS* (not for oneself, but for all) defines all that we do.

Each key stage has its own Director who manages a team of Year Heads. Pastoral support is provided by a team of tutors who monitor progress and deal with any difficulties promptly. Each form group has two tutors and so we really know our boys.

We strive to be a caring community and to provide a challenging environment in which everyone feels valued and accepted and, consequently, can have the self-confidence, motivation and opportunity to fulfil their potential. Behaviour management systems in the school are good-natured but firm, with a strong emphasis on educating pupils in self-discipline and in adopting a positive and public-spirited approach. Relationships between students and staff are very positive, a feature of the school frequently commented on by visitors. The excellent relationships between teachers and students make Wilson's a very pleasant school to work in. The students are engaging, courteous, well-motivated and well behaved.





# WILSON'S SCHOOL

*"Pupils are impeccably behaved in lessons and around the school. They are polite to one another, to staff and to visitors." [Ofsted, 2020]*



## The Biology Department

The Science Department at Wilson's School occupies a suite of 12 laboratories on the ground floor of the school. At present there are fifteen science teachers and each science department is led by its own Head of Department, with KS3 Science being led by the Head of KS3. The department is well resourced with apparatus, white boards with projectors and access to ICT rooms. There is a team of three technicians to service these laboratories and support the activities of staff.

Pupils are taught a combined science course in Years 7 and 8 (Key Stage 3) in tutor groups of 30/31 students. The KS3 Science Coordinator takes responsibility for the running of this course. A range of scientific skills are developed in this course and the foundation topics of Biology, Chemistry and Physics are covered in preparation for the GCSE courses.

In Key Stage 4 (Years 9-11) students follow the three separate sciences. The Biology department is following the Edexcel 9-1 Biology GCSE course and there are eight classes per year group with class sizes on average of 23 students. We seek to develop all subject knowledge to Grade 9 standard, delivering challenge through both breadth and depth. Students are introduced to a wide variety of interesting biological contexts in their learning that are selected for pertinence and topicality, in order to develop their ability to apply their subject knowledge and understanding. We seek to engage students using a context-based approach that makes learning meaningful through relevance, prepares students for KS5 and helps to inform their future decision-making about how they live their lives.

All the sciences are very popular at A Level and this year we have 58 students in the Lower Sixth and 38 students in the Upper Sixth, taught across three classes per year group. Results have been consistently strong. At GCSE in 2019, 58.4% of students achieved a grade 9 and 96.0% students scored a grade 7-9. At A Level 94.4% of students gained grades A\*- B.

Medicine is a popular choice and typically between 12-18 students take up a place to study medicine at university each year. The school Medical Society meets weekly throughout the year, either online or in the classroom, and is open to students from Y11, 12 and 13. Activities include topical debates, student presentations, book reviews, interview practise, UKCAT/ BMAT practise and presentations from external speakers and former students. New this year, we have established Journal Club, where students have the opportunity to undertake guided analysis of peer-reviewed scientific article, akin to a university tutorial, as well as deliver presentations on topics of their choice. Our student body is also very proactive and "The Wilson's Intrigue" team release a termly edition of their publication, which brings together articles written by students on wide-ranging STEM topics.

The department encourages students to enter Biology-based competitions with the Institute of Biology's 'Biology Challenge' being an annual event for Year 10. Year 12 Biologists take part in the Intermediate Biology Challenge and our top A Level students enter the Biology Olympiad, a number of who have achieved Bronze, Silver and Gold awards.

Collaboration is at the heart of the Biology department and staff work well together, sharing resources, teaching ideas and discussing topical news stories/ discoveries, which underpin a collective enthusiasm for the subject and context-led approach to teaching. This has been more important than ever in the last year, as we have transitioned to delivering our curriculum remotely. Collaboration has helped us to embrace new online teaching tools and share best practice in order to maintain student engagement and progress, whilst reducing individual teacher workload. Experimental activities are also an integral teaching strategy within the department. Regular department meetings are held to share ideas, plan collaboratively and discuss the progress of the students and schemes of work are constantly reviewed and updated.

Applications may be submitted by email to [admissions@wilsonsschool.com](mailto:admissions@wilsonsschool.com)



# WILSON'S SCHOOL



## The Opportunity

This is a rarely available opportunity for a teacher who wishes to develop his/her skills working with pupils of high ability. The vacancy is required as a result of increased demand. It could suit an NQT or a more experienced teacher looking to work in one of the country's top performing schools with academically able students. Unusually for London, free parking is available for all staff onsite.

## Personal Specification

You will have:

- Qualified teacher status (or be on track to obtain it by Sept. 2021)
- A good degree in Biology or a closely related discipline.
- Good academic qualifications resulting from your school career.
- A consistent record of strong teaching standards.
- Excellent organisational skills.
- Commitment to professional improvement.
- High energy levels and a willingness to work hard.
- Strong communication skills and high levels of literacy.
- The potential to support and advise other colleagues.
- Strong interpersonal skills in working with colleagues.
- Ability to get things done with imagination, vision, drive, strength and character.
- A willingness to participate in enrichment and extra-curricular activities relating to science.

## Personal Attributes

The successful candidate will:

- be committed to student learning and raising achievement of all students through his/her teaching
- have very high expectations for the learning and ability of students
- demonstrate consistently the qualities of an outstanding learning practitioner through his/her own professional work
- be a model of professionalism, through his/her conduct in and around the workplace and when representing the school
- exemplify excellence in his/her relationships with, and attitudes to pupils, parents, colleagues, governors and other professionals with whom they have contact as part of their role
- demonstrate a willingness to contribute to enrichment and co-curricular activities relating to science.
- Possess a good sense of humour.

## Remuneration

Remuneration will be on the appropriate point of the Main Professional Scale (£29,915 - £41,136) or Upper Pay Scale (£42,559 - £45,766). The point on the scale will be based on your remuneration in your current school (an NQT could choose to work for the school in July for a payment of £1,000, with permanent employment commencing in September).





# WILSON'S SCHOOL



## How to apply

You should complete the application form and submit a covering letter, addressed to the Head, Mr N J Cole, which outlines how your experience and qualifications demonstrate your suitability for the post.

Whilst the closing date is Monday 1 March, 2021, we may interview prior to this and therefore actively encourage early applications. Further details and an application form can be downloaded from our website. We are always delighted to talk about the school and so do please contact Hazel Ware, the Head's PA [hw@wilsonsschool.sutton.sch.uk](mailto:hw@wilsonsschool.sutton.sch.uk) on 020 8773 2931 if you would like to do so.

Applications may be submitted by email to Mrs H Ware at [hw@wilsonsschool.sutton.sch.uk](mailto:hw@wilsonsschool.sutton.sch.uk) or by post to Mrs H Ware, Head's PA, Wilson's School, Mollison Drive, Wallington, Surrey, SM6 9JW (tel 0208 773 2931, ext 2103).

## REHABILITATION OF OFFENDERS ACT 1974 (Exceptions) Order 1975 (as amended)

Wilson's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. As employment with Wilson's School allows access to children and young people this legislation entitles us to ask applicants for employment to disclose ALL cautions and convictions even if they are "spent" (unless they are protected as defined within the rules). Prior to employment we will obtain an Enhanced Disclosure from the Disclosure and Barring Service revealing details of all unprotected convictions and cautions, both unspent and spent, and also any intelligence information which a chief officer of police reasonably believes to be relevant to the application. Any offer of employment will be subject to clearance, satisfactory to Wilson's School, that you are suitable for employment within the category of the post applied for.

## EQUALITY

Wilson's School wants to meet the aims and commitments set out in its equality duty plan when considering applicants for employment. This includes not discriminating under the Equality Act 2010 on the basis of a protected characteristic (sex, race, age, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity). Wilson's School also ensures it has due regard to the need to eliminate discrimination and other conduct that is prohibited by the act; advance equality and opportunity among people who share a prohibited characteristic and people who do not share it and to foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it.

"School leaders and governors take a keen interest in the well-being of their staff. All staff we spoke to were keen to tell us how well supported they feel. They are able to make suggestions for improvements and they feel that they are listened to and their ideas acted upon. Staff really value your work as head-teacher and the impact you have had on an already highly achieving school. Teachers are appreciative of the new marking scheme introduced two years ago and the impact it has had on reducing their workload. Teachers spoke often about the benefit of the additional reading week they receive in October half term. Teachers are able to improve their subject knowledge and then use this to enhance their teaching." [Ofsted 2020]

