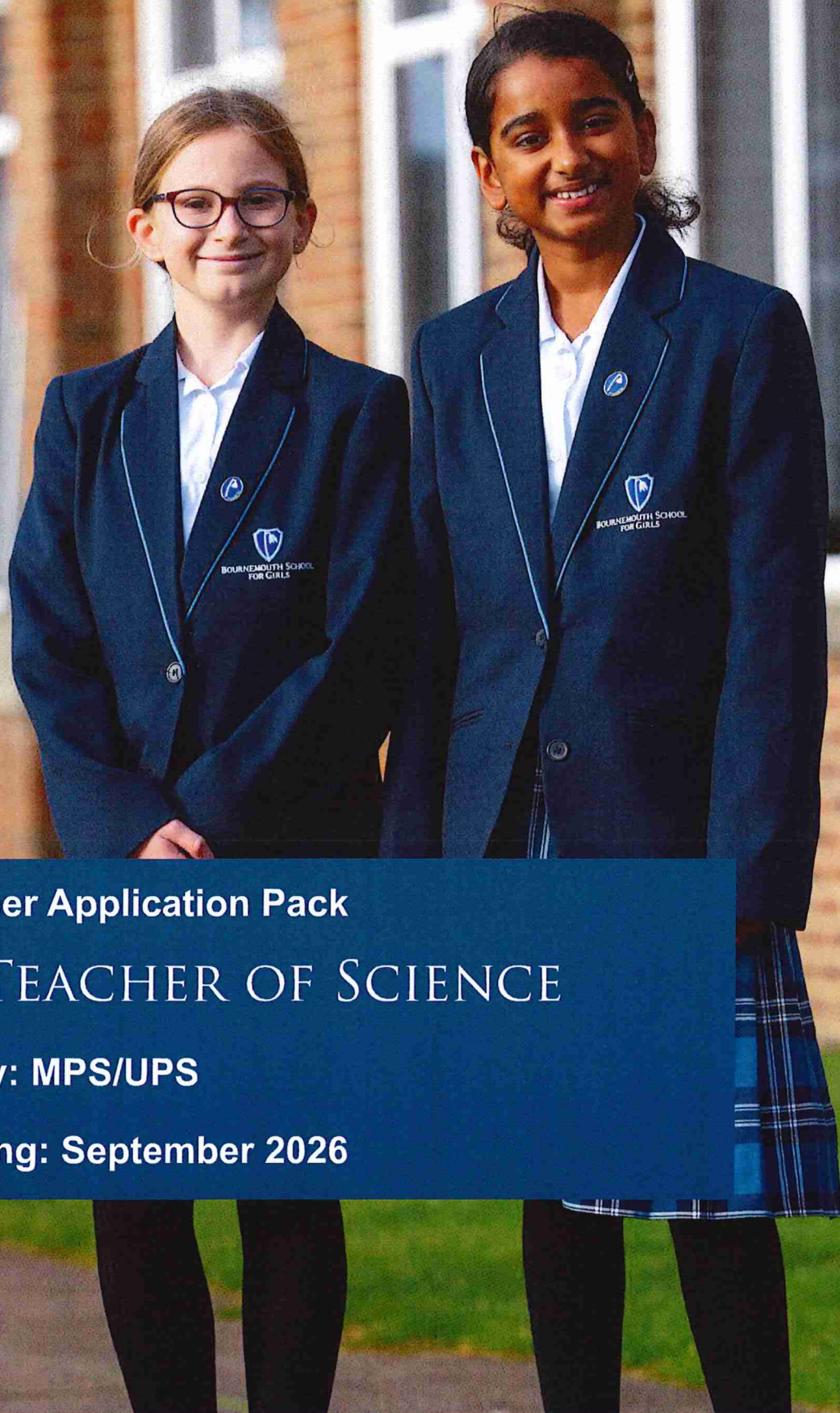




BOURNEMOUTH SCHOOL FOR GIRLS

WORK HARD | BE KIND | BE AMBITIOUS



**Teacher Application Pack**

**TEACHER OF SCIENCE**

**Salary: MPS/UPS**

**Starting: September 2026**



# WELCOME TO BSG



Dear Colleague,

Thank you for your interest in our post for teacher of science (permanent, full time). You have taken your first step to becoming part of a special community that has now served Bournemouth for over a century. The start date for this post is flexible – I should be grateful if you could stipulate your preference in your letter of application.

At Bournemouth School for Girls (BSG) we support the development of the whole student, including providing them with exciting educational opportunities in and out of the classroom.

From Year 7 to Year 13, we are fortunate to have students who are truly eager to learn. Our young people thrive here as we feed their curiosity, guide their ambition and ensure they become positive citizens in wider society.

We are delighted that our strong curriculum and outstanding support by our staff continue to facilitate superb exam results at both GCSE and A Level. We are looking for a new colleague that will join an experienced and supportive department and help deliver an exciting science curriculum to a new generation.

We have a successful and comprehensive CPD programme for ECTs as well as more experienced colleagues and welcome applications from colleagues at any stage of their career.

We pride ourselves on supporting our staff's wellbeing and hope you'll note the generous package of support and conditions for our teachers.

Please read this application pack to get a more detailed view of the science department and our wider school. We look forward to receiving your application. If you have any queries about either the post or the school in general please do not hesitate to contact us and we will be pleased to help you.

A handwritten signature in blue ink that reads 'David Sims'.

Mr. David Sims, Headteacher



BOURNEMOUTH SCHOOL  
FOR GIRLS

[www.wearebsg.uk](http://www.wearebsg.uk)







## ABOUT BSG

Founded in 1918, Bournemouth School for Girls is an 11-18 selective girls' grammar school and Sixth Form in the heart of Bournemouth. BSG currently has around 1300 students on roll which includes those in our Sixth Form. It provides students with extensive academic and extra-curricular activities from Year 7 to Year 13.

The school is academically successful and always ranks highly in comparison tables such as the Sunday Times Parent Power Survey. The school was inspected by Ofsted in May 2024 and judged to be outstanding in all areas. The inspectors summarised the ethos and atmosphere of the school as follows;

"Bournemouth School for Girls is a joyous place. Pupils flourish academically and socially. They are passionate about their learning and embrace the multitude of wider development opportunities that the school provides."

The school's vision is: ***The Best for Our Students, The Best from Our Students*** and the curriculum in place ensures that students are provided with the best opportunities to prepare them for their future.

BSG offers students a broad and balanced curriculum at Key Stage 3, including lessons in sciences, performing arts, art, humanities and technology. We encourage students to maintain this breadth in their KS4 studies where our students study 10 GCSE subjects in Years 10 and 11.

As a selective school, the academic ability of the students is high and we try to ensure lessons go beyond the national curriculum and support further progress at each key stage.

The school has a comprehensive pastoral system in both the main school and Sixth Form, with our tutor groups split into six school houses: Austen; Curie; Franklin; Parks; Rossetti and Shelley, all named after influential and inspirational women from the 19th and 20th centuries. Each house is led by a Head of House who supports students' pastoral needs with the support of form tutors. Each year, houses run their own charity weeks to raise money for their chosen charity. Heads of House also deliver PSHE lessons to all students in their house and deliver the RSE curriculum to support their personal and social development.

We are very proud of our extensive extra-curricular offer for students. There are over 50 clubs and activities which are run by our staff voluntarily in lunchtimes throughout the week. Students develop passion, knowledge and skill by participation in clubs in music, drama, sport, adventure, STEM and crafts. We hope that applicants will feel able to support this programme.

By providing this curriculum to students, the school upholds its three key values:

**Work Hard** | By providing a broad, balanced and academically challenging curriculum.

**Be Kind** | By providing excellent pastoral support and social education.

**Be Ambitious** | By guiding students to develop skills and knowledge beyond the classroom and for their futures.





# WORKING AT BSG

BSG is a warm and supportive workplace that cares for and nurtures its staff professionally as well as creating conditions that are generous to encourage wellbeing.

These include:

- Friendly staff and commitment from staffing body and SLT to promoting and supporting staff wellbeing
- Able, motivated and polite students who are a privilege to teach
- Extensive CPD programme (for ECTs and experienced staff) to support individual professional development
- Provision of a teaching base/own classroom, where possible, for full time teachers
- Teacher pension scheme
- 14% PPA time (FTE) compared to national minimum of 10% for all staff. (ECTs receive their PPA allocation on top of this)
- Access to wellbeing resources, discounts and other special offers for services
- Access to salary sacrifice benefits such as cycle to work, gym, technology, mobile phones, car leasing and workplace nursery
- Opportunity to work with other colleagues and students in delivering extra-curricular activities (lunch provided if you do)
- Student data targets are not part of appraisal/performance management
- Well-resourced departments
- Free use of a new and highly equipped gym (conditions apply)
- Free parking on site, including bays for electric car charging





# ABOUT THE DEPARTMENT: SCIENCE

**Head of Department:** Ms Fiona Wright

**Deputy Head of Department:** Mrs Jennifer Dawe

The science department has seventeen staff in total which includes fourteen teaching staff and three full time laboratory technicians. Staff are expected to teach all sciences to years 7 to 9 and their specialism to years 10 to 13. All lessons are one hour in length.

## Key Stage 3

Years 7 and 8 are taught within a two-year KS3 programme and usually by one teacher. Year 7 begins with an introduction to science module undertaken by all students which is followed by a carousel of modules in each of the separate sciences. Year 8 follows a similar pattern of modules in the separate sciences and is taught by one teacher. The chosen modules are be-spoke to the science department and are assessed using a range of different criteria including tests, presentations, practical experiments and investigations. Each year group has 6 lessons per fortnight.

## Key Stage 4

Students begin their GCSE sciences in year 9 and we follow the AQA specification. All students study the separate sciences. Each teaching group is taught by two teachers with different specialisms in 7 lessons per fortnight. The following topics in the separate sciences are taught: In biology cells and animal organisation; in chemistry atomic structure, and structure and bonding; in physics atomic structure, waves and space.

Years 10 and 11 are taught each science discipline by specialist members of staff in 7 teaching groups. In year 10 each teaching group has 4 lessons per fortnight. In year 11 each teaching group has 3 lessons in each science discipline, plus one additional 'science skills' lesson per fortnight.

## Post-16

Both biology and chemistry are popular subjects at A Level. Each class has 9 lessons per fortnight split between two teachers.

In biology we follow the AQA specification and currently have 5 groups in year 12 and 4 groups in year 13. In year 12 we take students on a residential fieldtrip, where we study the ecology part of the specification and complete required practical 12.

In chemistry we follow the OCR specification A and currently have 4 groups in year 12 and 3 groups in year 13.

The outcomes of learners in the department are very high and students are encouraged to seek additional opportunities to widen their experience of science. Many students go onto courses at a higher level which contain significant science content.

We have the benefit of a wide range of materials in the department, allowing lessons to be interactive and students to be challenged. Laboratories have recently had new Promethean interactive whiteboards installed.

The science department has close links with other departments, and we work closely with other colleagues to deliver extra-curricular activities. For example, working with Maths, ICT and D&T to deliver STEM activities. We are a collaborative department and work together as a team to promote science and scientific understanding with the BSG community. Our vision statement '*to encourage and stimulate the natural curiosity of learners at all levels*' is at the heart of all we do.

If you have any questions about the role or the wider department please feel free to email Head of Department, Ms Fiona Wright: [fwright@bsg.bournemouth.sch.uk](mailto:fwright@bsg.bournemouth.sch.uk)





# ABOUT THE POST

We are looking for a permanent, full time teacher of science to join our school in September 2026. The successful candidate will teach science at Key Stage 3 and either biology or chemistry to A Level. This will provide an exciting opportunity to help build upon the existing high standards of our science department

The ideal candidate will be a teacher who can inspire and bring out the best in all our students. In addition to more experienced colleagues, this post is also suitable for ECTs.

We are looking for a colleague with the following qualities:

- the ability to gain the trust and respect of school staff, pupils and parents
- outstanding subject knowledge with an ability to share this with pupils in an exciting and academically rigorous way
- the ability to teach biology or chemistry to A Level
- evidence of recent relevant professional development and commitment to continued professional learning
- outstanding communication skills, both oral and written
- high levels of organisation, reliability and resilience
- good knowledge of current issues relating to Teaching and Learning
- the ability to work under pressure
- loyalty and commitment to the team
- flexibility in approach and ability to see the big picture
- enthusiasm, with the ability to bring new ideas to the school and department
- an awareness of current developments in science teaching.

## THE APPLICATION PROCESS

We look forward to receiving your application by the deadline of 9am on Monday 26 January 2026.

This should include:

- a completed application form
- a letter of application outlining your readiness for the role.

Interviews for this post will be held during the week commencing Monday 2 February 2026. If you have not heard from us two weeks after the closing date, you may assume your application has been unsuccessful on this occasion.

If you have been shortlisted by the interview panel, you will be contacted by email and/or at your home address to attend an interview, together with information about the interview process and any other documents you will be required to bring.

**Bournemouth School for Girls is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any successful applicant will be required to undertake an Enhanced Disclosure check by the Disclosure & Barring Service. In line with KCSIE 2025, all applicants will undergo checks on social media and online accounts to help assess suitability for the role.**





# JOB DESCRIPTION

Post Title	Teacher of science (full time, permanent)
Purpose	<p>To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate.</p> <p>To provide a learning experience which provides pupils with the opportunity to achieve their individual potential.</p> <p>To contribute to raising standards of pupil attainment.</p> <p>To share and support the school's responsibility to provide and monitor opportunities for pupils' personal and academic growth.</p> <p>To play a full part in the life of the school community, to support its distinctive ethos and to encourage pupils to follow this example.</p>
Reporting to	Head of Department / SLT line manager
Responsible for	The provision of a full learning experience and support for pupils.
<b>MAIN DUTIES</b>	
Curriculum Provision	<p>Under the guidance of the Head of Department to teach the pupils assigned to him/her, including:</p> <p>Planning and preparation of lessons</p> <p>Setting and marking of homework</p> <p>Assessing and recording the development, progress and attainment of the pupils</p> <p>Assisting in the development of appropriate syllabuses, resources, schemes of work, policies, development planning and teaching strategies in the Department.</p>
Pastoral Responsibilities	<p>To have pastoral responsibility for an assigned group of pupils.</p> <p>To promote the general progress and well-being of individual pupils and of the assigned group as a whole.</p> <p>To register pupils, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.</p> <p>To evaluate and monitor the progress of pupils and keep up-to-date pupil records as may be required.</p> <p>To contribute to the preparation of Action Plans and progress files and other reports.</p> <p>To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.</p> <p>To communicate as appropriate, with the parents of pupils and with persons or bodies outside the school concerned with the welfare of individual pupils, after consultation with the appropriate staff.</p> <p>To contribute to PSHE according to school policy.</p>
Whole School Responsibilities	<p>To play a full part in the life of the school community, to support its distinctive ethos and to encourage pupils to follow this example.</p> <p>To uphold school policies and procedures.</p> <p>To consistently apply the school's behaviour policy so that effective learning can take place.</p> <p>To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.</p> <p>To contribute to whole school and cross-curricular initiatives.</p> <p>To cover for absent staff in accordance with agreed policies.</p> <p>To undertake supervision and invigilation duties around the school in accordance with agreed policies.</p> <p>To comply with the school's Health and Safety Policy and undertake risk assessments as appropriate.</p>



Staff Development	<p>To take part in the school's staff development programme by participating in arrangements for further training and professional development.</p> <p>To continue personal development in the relevant areas including subject knowledge and teaching methods.</p> <p>To engage actively in the Performance Management review process.</p> <p>To ensure the effective/efficient deployment of support staff assigned to the teacher.</p> <p>To undertake assessment of pupils as required by external examination bodies, departmental and school procedures.</p> <p>To work as a member of a designated team and to contribute positively to effective working relations within the school.</p>
Management of Information	<p>To maintain appropriate records and to provide relevant accurate and up-to-date information for the school Management Information Systems, registers, etc.</p> <p>To ensure the maintenance of accurate and up-to-date information concerning pupils taught.</p> <p>To make use of performance data provided to track pupil progress and to inform teaching and learning.</p>
Communications	<p>To communicate effectively with the parents of pupils as appropriate.</p> <p>To follow agreed policies for communications in the school.</p> <p>To take part in activities such as Open Evenings, Parents' Evenings and liaison events with partner schools.</p> <p>To contribute to the development of effective links with external agencies and partner schools.</p>
Management of Resources	<p>To contribute to the process of the ordering and allocation of equipment and materials.</p> <p>To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of resources.</p> <p>To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and the pupils.</p>
<p>Employees will be expected to undertake any other duty as specified by the latest School Teachers' Pay &amp; Conditions Document not mentioned in the above.</p> <p>Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.</p> <p>The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.</p>	
<p>This job description is current at the date shown, but following consultation with you, may be changed by the school to reflect or anticipate changes in the job which are commensurate with the salary and job title.</p>	

