



Archbishop Temple  
Church of England High School

## Application Pack for Lead Teacher in Biology

MPS/UPS  
+ TLR 2.1 (£3214)

Required from  
January 2025

**May we shine God's light through  
Faith + Nurture + Service**



## Welcome to Archbishop Temple Church of England High School

Dear Applicant



Thank you for showing an interest in the position of Lead Teacher in Biology at Archbishop Temple Church of England High School.

We are seeking to appoint an inspirational teacher of Biology who shares our commitment to educational excellence and social inclusion.



We have a very distinctive ethos; our motto of "*May we shine God's light through faith + nurture + service*" is central to our work, as we aim to keep God at the centre of all we do. This post presents a wonderful opportunity for a talented, passionate and committed teacher who is ready to begin their journey in leading learning in science. You would be joining our experienced and high performing Science department at a very exciting time for all associated with the school; the successful candidate will receive the wholehearted support of a thriving governing body and a highly dedicated staff team. Further support will be received through our excellent working partnerships with Blackburn Diocese and Lancashire County Council.



We are always oversubscribed in Year 7. This year 600+ pupils applied for one of our 210 places. Working at Archbishop Temple Church of England High School represents an exciting opportunity to work in a school which has huge potential. Our staff are incredibly dedicated and supportive and our pupils are a high achieving group of very positive and enthusiastic young people.



I hope that the information available inspires you to consider applying for this post. Please complete the application form which is available from our website, and include a letter (of no more than two sides of A4 in Calibri font size 11) explaining your suitability for the post. Electronic applications are fully acceptable and these should be emailed to [head@archbishoptemple.com](mailto:head@archbishoptemple.com) marked for the attention of Mrs C Simpson, my PA.



The closing date for applications is Wednesday 9<sup>th</sup> October 2024 (midday) and interviews are planned for Tuesday 29<sup>th</sup> October 2024. Candidates called for interview will be contacted by phone in the first instance with detailed information following by email.





At Archbishop Temple Church of England High School, we take safeguarding very seriously and consequently the successful candidate will be required to complete a DBS enhanced check. Please do not include a CV with your application as it will be disregarded for safeguarding purposes.



For further information on our school and context please visit our website – [www.archbishoptemple.com](http://www.archbishoptemple.com).



If you are passionate about teaching biology, ready to lead in this area of science, developing high quality Christian education provision and want to make a difference to our children, then this is the role for you. I hope you will consider joining our team and I look forward to receiving your application.

Yours sincerely

Mr Ivan Catlow  
Headteacher



## **About Archbishop Temple Church of England High School**

### **Introduction**

Archbishop Temple Church of England High School opened in 1964 as a mixed comprehensive school for pupils aged 11-16. We have a very pleasant site in the north of Preston, in the affluent suburb of Fulwood. There are currently 833 pupils on roll.

### **Leadership**

The school appointed an experienced new Headteacher in 2021 and a newly appointed Deputy Head joined us in September 2022. This is an exciting time to work with a renewed and experienced leadership team taking the school forward to new heights.

### **A Church of England School**

We take being a Church school seriously and expect all colleagues to support our ethos, whatever their own personal faith position may be. Our aim is simply to serve our local community through providing an outstanding education to children of all faiths and none. We emphasise our Christian distinctiveness through regular acts of worship, but more importantly by valuing and caring for every member of our community.

### **Curriculum**

Archbishop Temple Church of England High School aims to provide a curriculum that meets the needs of all pupils by offering a breadth of educational opportunity. Subjects are taught with the National Curriculum as a starting point. In Years 10 and 11 all pupils follow a core curriculum of English, mathematics, science, RE, PSHE and PE. In addition, pupils select courses from a wide-ranging choice of GCSE options. We give our pupils the opportunity to take the EBacc suite of qualifications, with the most able following single science courses. The curriculum is based on five 60-minute periods per day, organised as a two-week timetable.

### **Pastoral care and academic guidance**

The Heads of Year and form tutors have responsibility for the welfare, academic progress and discipline of the pupils in their care. The tutors in each year have a particularly important role. Time is set aside each day for a programme of activities designed to promote the pupils' social and learning skills, support literacy, and to enable tutors to get to know each pupil as an individual.



### **Links between home and school**

We aim to develop strong links between home and school. We hold consultative evening meetings between staff and parents to discuss any concerns, acknowledge successes and agree targets for further improvement. Parents also receive termly monitoring reports and are provided with regular communications about developments in school.

In addition, we publish various brochures and organise information evenings for parents at key points in their children's education, together with awards' evenings to celebrate the success of pupils at different Key Stages. We hold regular Parents' Forum meetings which address many of the concerns and questions raised by parents and gives them an opportunity to support the school.

### **Special educational needs and disabilities**

At Archbishop Temple Church of England High School, we place equal value on the education of all pupils. Those with special educational needs or disabilities are encouraged to achieve their potential within each curriculum area; teaching assistants offer additional individual support. Some pupils are withdrawn from lessons for brief periods to work with specialist staff.

### **Extra-curricular activities**

A wide variety of out-of-school clubs and activities are available to pupils and their families. These vary across the academic year but might include dance, science, cookery, film club, eco club, IT and many others. There are a wide range of opportunities in physical education and the arts. The school enjoys a high reputation for music; we have school bands and choirs, and a large number of musical functions are held annually. There are also excellent opportunities for pupils to begin or continue instrumental tuition as well as to participate in the annual school musical production. Educational visits and exchanges all appear in our annual programme. Enrichment activities are vital to the development of our pupils and we continue to seek new and exciting educational opportunities to develop each individual.

### **School uniform**

Pupils are expected to dress appropriately for a learning environment. School uniform is compulsory for all pupils.

### **ICT resources**

In recent years the school has invested heavily to develop our ICT provision and we have a state of the art wifi system and an excellent Virtual Learning Environment. Every pupil has their own iPad for use in learning, and this technology supports our innovative teaching and learning. Every teacher has a laptop for personal use, an iPad and PC in their classroom.

## **Archbishop Temple active in the community**

Pupils at Archbishop Temple Church of England High School are encouraged to learn from the expertise, experience and information available within the local community. The school in return aims to provide a significant contribution to the community through the high-quality education, guidance and care we provide for our young people and through participation in fundraising and community service. We give the opportunity to children in local primary schools to join us for enrichment activities and to take part in a range of programmes. Archbishop Temple Church of England High School is active in its support of charities and each year we organise a number of fundraising activities. We are also committed to sustaining and extending our links with local businesses, both to enrich the curriculum and to encourage sponsorship and financial support for the work of the school.

## **BUPA Cover**

All permanent staff at Archbishop Temple Church of England High School are welcome to join our BUPA scheme. You can choose cover for yourself and your family through our tax efficient salary sacrifice scheme. This extensive health care insurance will be considerably cheaper than buying it independently.

## **Our local area**

Despite being a university city and home to 135,000 people, over two thirds of Preston is classed as a rural area. Surrounded by many pretty villages, it is a very pleasant place to live. Preston is frequently quoted in national studies as a city that has got things right in terms of town planning and infrastructure development. Preston benefits from excellent rail and road links, indeed the school is easily accessed from the M6 motorway. The city offers the usual attractions of a vibrant place to live, but also has some beautiful areas of outstanding natural beauty on the doorstep. The coast is easily accessed; Blackpool, the beautiful Fylde Coast and Morecambe Bay are within 30 minutes' drive. The Lake District is 40 minutes away. Liverpool and Manchester are less than 1 hour away. London is 2 hours away by train, with Preston being a mainline west coast station, giving easy access to Scotland.

## Departmental Information

### Departmental Staff (Science)

Mr R McGee – Curriculum Leader for Science (Physics)  
Mrs J Banner – Science Teacher and Assistant Headteacher (Behaviour)  
Mrs S Costigan – Science Teacher  
Ms J Drake – Science Teacher  
Mrs B Ince – Lead Teacher in Chemistry  
Miss E Keel – Science Teacher  
*vacancy* – Lead Teacher in Biology  
Miss L Walsh – Science Teacher  
Mr J Futter - Technician

Science is at the centre of student achievement here at Archbishop Temple Church of England High School and as such we have a highly dedicated, motivated and extremely successful department. Pupil attitude towards the subject is excellent and our pupils are highly motivated to succeed in this subject.

The department is made up of 5 full time teachers and 2 part time teachers, all of whom are specialists within their subject. They are supported by a full time technician who provides invaluable support to all in the department.

As a staff we aim to deliver both stimulating and challenging lessons, with a full range of techniques and methods used in the delivery of the subject. The department is fully committed to the use of ICT and many lessons are delivered using this form to stimulate and engage students across the age range. This is naturally supported by the ethos of delivering practical lessons to allow pupils to be engaged and challenged by seeing and doing 'real' Science.

The department is highly thought of throughout the school with a fantastic team ethic where everyone has a 'can do' attitude and all within the team supports each other. The results within the department are extremely high and we aim to further enhance the department's reputation with the new appointment. The department ensures pupils are consistently challenged in all lessons. Our pupils are highly motivated, enthusiastic and very able.

The department follows the AQA GCSE Science course with high achievers encouraged to opt for Triple Award Science.

GCSE results for Science have always been outstanding, with Triple award Science pupils achieving a success rate of almost 100% A\*-C in all of the

disciplines over the last 3 years. We consistently have large numbers of pupils opting for triple award which reflects the enjoyment of Science by pupils across the school.

The aims of the Science department are:

- To promote excellence and achievement within the department
- To continually update and develop a full and challenging curriculum aligned with the needs of the learner
- Provide an environment where pupils can thrive through enjoyment and efforts
- Be committed to continual professional development
- Enhance enrichment in order to facilitate all pupils' success

The department has 6 specialised laboratory's each with interactive whiteboards and desktop PC's. Pupils in all years will have iPads which can be effectively used to support the dynamic teaching and learning that goes on in every lesson.



Lessons last for 60 minutes, at key stage 3 pupils receive 3 hours of teaching. This increases to 5.5 hours /7.5 hours at KS4 depending on the options chosen in year 9.



## Job description Lead Teacher in Biology

### Key Purpose:

- To design an engaging and challenging curriculum for biology at KS3 and KS4, that enables all students to achieve at the highest level.
- Inspire, motivate and support a team of teachers, taking a lead role in delivering Quality First Teaching, ensuring high levels of success within biology and across science.
- To implement and review the science development plan in conjunction with the Curriculum Leader of science.
- To select and prepare engaging and inspiring resources that can be shared across the department to support the delivery of the biology curriculum.
- Support the Curriculum Leader of science to quality assure the biology provision
- To lead and contribute to professional development activities, department meetings and events to promote the sharing of good practice.
- Work with the Lead Teacher for Biology and Physics to develop a diverse range of enrichment activities, planning for opportunities for students to learn in and out of school context. Ensure that there are opportunities available for all to maximise student engagement and progress.
- To contribute to raising standards of student attainment and achievement within science and to monitor and support student progress.
- To work alongside the Curriculum Leader of science to coordinate interventions and target underperformance in biology.

### Key knowledge and understanding of:

- The school's aims, priorities, targets and plans in the context of the work of the department.
- The relationship of the work of the department to the school as a whole.
- Relevant statutory requirements for the curriculum and for assessment, recording and reporting.
- The characteristics of high-quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement, including an outstanding understanding of both the content of the subject but also the latest developments in pedagogy within Science.
- The implications of the Code of Practice for Special Educational Needs for teaching and learning.

### Key functions:

#### 1 Planning & Setting expectations

- Set high expectations and targets for teaching, learning, achievement and behaviour.
- Design and implement department improvement plans which focus on knowledge, contribute to whole-school aims and identify realistic and challenging targets, actions, timescales and criteria for success.

- Lead the development of biology schemes of work and teaching resources.
- Ensure that department accommodation, specifically biology, is used to create an effective and stimulating environment for the teaching and learning of science.
- Working with the school's Health & Safety Officer, ensure that there is a safe and healthy working and learning environment in which risks are properly assessed.
- Work with the SEN department to ensure that individual education plans are used to set subject specific targets where appropriate and match work to pupils' needs.
- Contribute to resources and material for the school's website and/or VLE.

## **2 Teaching & Learning**

- Evaluating and evidencing the teaching and learning within the department with a particular focus on biology.
- Follow the self evaluation of the curriculum area in line with school self-evaluation procedures.
- Implement a departmental policy which outlines clearly how the quality of teaching and learning will be evaluated and evidenced.
- Identify and disseminate effective practice and highlight and address areas for improvement.

In particular ensuring the following:

- curriculum coverage, continuity and progression for all pupils;
- constructive working relationships between staff and pupils;
- that lessons follow the planned sequence and deliver knowledge using appropriate pedagogy;
- ensure teaching of biology is responsive to the needs of every child;
- the effective development of pupils' skills and understanding in literacy, numeracy, ICT.

## **3 Assessment & Reporting**

- Analyse and use relevant national, local and school data, research and inspection evidence to inform policy and practice, expectations and targets.
- Following school guidelines, use the systems for assessing, recording and reporting achievement, and using the information to recognise and raise achievement further.
- Use targets to evaluate progress by all pupils, including those with special educational needs.
- Monitor the progress made in achieving targets, evaluate the effects on teaching and learning, and use this analysis to guide further improvement.
- Use data effectively to identify pupils who are underachieving and, where necessary, create and implement effective plans of action to support these pupils.

#### **4 Guidance & Welfare**

Follow school policy when supporting pupil behaviour in the department and in the department's teaching areas.

#### **5 Wider Professional Role**

*Department ethos:*

- Contribute to a positive climate in the department. Establish constructive working relationships among staff, including, through team working and mutual support, sharing responsibilities and tasks as appropriate and contributing acceptance of evaluation and accountability.
- Have a clear, shared understanding of the importance and role of biology in contributing to pupils' spiritual, moral, cultural, social and physical development, and in preparing pupils for the opportunities, responsibilities and experiences of adult life.
- Plan and deliver appropriate wider learning experience that enhances the biology curriculum.

*Professional development:*

- Participate in the school's Appraisal Policy.
- Support the Curriculum Leader in the range of duties to ensure effective running of the department.

*Liaison:*

- Support the school's link with the local community, using this to extend the subject, enhance teaching and develop wider understanding.
- Communicate effectively, orally and in writing, with parents, governors, external agencies and the wider community.

#### **6 Promoting the Christian ethos of the school**

Support and promote the vision and mission of the school making it central to all the work in science particularly biology.

#### **Teaching**

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.

#### **Additional Duties**

- To undertake any reasonable duties seen fit by the Curriculum Leader or Headteacher.

## Person specification

	Essential	Desirable
<b>APPLICATION FORM AND LETTER</b>		
<b>Qualifications and Professional Development</b>		
• Qualified Teacher Status	✓	
• Good honours degree or equivalent	✓	
• A commitment to CPD	✓	
<b>LETTER, INTERVIEW AND REFERENCES</b>		
<b>Knowledge, skills and personal qualities</b>		
Candidates should be able demonstrate they have:		
• A genuine belief in the value of each child	✓	
• A knowledge of the GCSE and NC requirements of the subject	✓	
• A good knowledge and understanding of current curricular developments in science	✓	
• The ability to maintain a high standard of teaching and learning	✓	
• The ability to establish firm, fair and effective discipline	✓	
• A willingness to be part of a team	✓	
• High levels of commitment, motivation and initiative	✓	
• Good ICT skills	✓	
• The ability to relate well to all members of the school community	✓	
• Good communication skills	✓	
• High personal standards and high expectations of themselves and others	✓	
• A flexible approach to school life	✓	
• A desire to contribute to a range of extra curricular activities	✓	
• A willingness to contribute to the exploration and development of additional KS4 courses.	✓	
• An excellent health and attendance record	✓	
• A willingness to support and promote the school's distinctive Christian ethos	✓	
• The ability to offer a faith reference		✓

## **Application Closing Date**

**The closing date for applications is  
Wednesday 9<sup>th</sup> October 2024 (midday)**

**Shortlisted candidates will be contacted shortly after this date.**

If you have not heard from us by Thursday 17<sup>th</sup> October 2024,  
please assume your application has been unsuccessful.

**Applications may be submitted on email to  
[head@archbishoptemple.com](mailto:head@archbishoptemple.com) or by post.**

Archbishop Temple Church of England High School is committed to safeguarding and promoting the welfare of children. We expect all staff to share this commitment. Appointments are subject to an Enhanced Disclosure & Barring Service check. Further details will be sent to shortlisted candidates.