



**Job Description: Lead Biology Teacher**

**Reports to:** Head of Department

**Start date:** ASAP

**Salary:** Ark MPS (Inner London) & TLR

Ark All Saints is a small school made up of 600 scholars. We consider ourselves to be members of a family, who work together to ensure the success of all our children.

Our staff are deeply committed to the culture and ethos of Ark All Saints. We leave no child behind and work relentlessly to enable all to fulfil their potential. We want our teaching staff to be fully equipped to meet the needs of all scholars and so we provide outstanding training for all teaching staff with over two hours of specialist teacher training per week built into the school day on top of ten inset days per year. Staff are constantly being developed through coaching and mentoring. If you want to become an outstanding practitioner and /or are looking to work somewhere in which your skills as a teacher are recognised, celebrated and nurtured - come and visit Ark All Saints Academy.

We are a Church of England academy whose only admission criteria is on distance, we welcome students of all faiths and none and we expect all members of staff to support and uphold the moral ethos of our academy.

We are looking to recruit a highly motivated Lead Biology Teacher with a commitment to academic excellence and helping every child succeed. Working as part of a small team, you will play an important part in developing the Academy's Science provision. You will plan and deliver high quality lessons and be committed to achieving excellent results for their students, instilling in them a love for the subject and a desire to learn.

**The Role**

- To plan resources and generate timelines to deliver lessons that ensure the success of our scholars.
- To work on strategy with the Head of Department to ensure success of scholars in assessments from year 7 to year 11
- To coach and train less experienced staff to ensure they become outstanding practitioners.
- To deliver outstanding teaching and learning of their subject and therefore help students achieve excellent academic results
- To be a positive role-model with a positive impact on the academy more widely.
- To design an engaging and challenging curriculum that inspires children to appreciate the subject and its application.

### **Key responsibilities**

- To produce resources and timelines for other members of the team to use when teaching.
- To be a coach and mentor to other members of staff.
- To train the team on subject specific content.
- To plan, resource and deliver lessons and sequences of lessons to the highest standard that ensure real learning takes place and students make superior progress.
- To provide a nurturing classroom and academy environment that helps students to develop as learners.
- To help to maintain/establish discipline across the whole academy.
- To contribute to the effective working of the academy.

### **Outcomes and Activities**

#### **Teaching and Learning**

- Enrich the curriculum with trips and visits to enhance the learning experience of all students
- With direction from the Head of Department and within the context of the academy's curriculum and schemes of work, plan and prepare effective teaching modules and lessons
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment
- Use regular assessments to set targets for students, monitor student progress and respond accordingly to the results of such monitoring
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in student achievement
- Ensure that all students achieve at least at chronological age level or, if well below level, make significant and continuing progress towards achieving at chronological age level
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
- Provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils
- Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities
- Implement and adhere to the academy's behaviour management policy, ensuring the health and well-being of pupils is maintained at all times
- Participate in preparing pupils for external examinations.

#### **Academy Culture**

- Support the academy's values and ethos by contributing to the development and implementation of policies practices and procedures
- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop a small school/department culture and ethos that is utterly committed to achievement
- To be active in issues of student welfare and support
- Support and work in collaboration with colleagues and other professional in and beyond the school, covering lessons and providing other support as required.

**Other**

- Undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development
- Undertake other various responsibilities as directed by the Head of Department or Principal.

## **Person Specification: Head of Biology**

### **Qualification Criteria**

- Qualified to degree level and above
- Qualified to teach and work in the UK

### **Experience**

- Experience of raising attainment in a challenging classroom environment.
- Experience of reflecting on and improving teaching practice to increase student achievement.
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.

### **Knowledge**

- Up to date knowledge in the curriculum area.
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

### **Behaviours**

#### **Leadership**

- Effective team worker and leader.
- High expectations for accountability and consistency.
- Vision aligned with Ark's high aspirations, high expectations of self and others.
- Genuine passion and a belief in the potential of every student.
- Motivation to continually improve standards and achieve excellence.
- Effective listening skills that lead to a strong understanding of others.
- Commitment to the safeguarding and welfare of all pupils.

#### **Teaching and Learning**

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice.
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
- Thinks strategically about classroom practice and tailoring lessons to students needs
- Understands and interprets complex student data to drive lesson planning and student attainment.
- Good communication, planning and organisational skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Acts as a role model to staff and students.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

#### **Other**

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils.
- Willingness to undertake training.
- This post is subject to an enhanced Disclosure and Barring Service disclosure.