



# Beths Grammar School

## Teacher of Science - Biology

### Recruitment Pack





Dear Applicant,

Thank you for your interest in this exciting and very important post.

Beths is an academic institution that fosters an ethos in which working hard and wanting to achieve are the norm: where it's cool to be clever and successful. This is as true for the staff as for the students. We are ambitious for the young people in our care and seek to help them secure the very best outcomes of which they are capable. As a selective school, the staff have the privilege of educating intellectually able young people; and the students have the privilege of being in classes in which progress in learning can be rapid, and subjects explored in real depth.

As a school, we are committed to being a world-class learning community that enables all young people to succeed. We aim to create young adults who are forward thinking, confident, motivated, competitive and are highly successful. They understand the purpose of becoming an independent learner and strive to become self-directed and comfortable with the unknown.

Central to everything we do is the culture of high expectation and aspirations. Students are encouraged to develop a love of learning and reading, to think for themselves and to maximise their full potential.

We are looking for a teacher with real drive. Someone who is unafraid to tackle difficult issues, who knows what Outstanding looks like, and who, along with the rest of the team, is committed to working tirelessly to achieve it; someone with determination, resilience, humility and a sense of humour.

We are looking for a dynamic and innovative individual, who is committed to providing an educational opportunity for all in a world class learning culture, who will support individual endeavour through high expectations, personal growth and development, whilst ensuring that exceptional achievement and excellence are embedded in all aspects of school life, and thus play a pivotal role in shaping the future of Beths Grammar School. The successful candidate will gain a wealth of experience from working across the school receiving support and guidance from the Headteacher and a very experienced Senior Leadership Team.

If you share our passion for students succeeding and our development of the 'whole student' and believe you have the skills to lead and inspire others, we very much look forward to hearing from you. I look forward to reading your application.

With best wishes,

RJBlyghton

**Mr R J Blyghton**  
**Headteacher**



## BACKGROUND

Set in acres of pleasant grounds, Beths Grammar School is located within easy commuting distance of both central London and Kent, offering the advantages of a diverse and forward-thinking community within a haven of green space. The mainline railway station is less than ten minutes' walk away; while for road users, there is a junction on the A2 close by (two of the three school fields run alongside the A2). Many staff choose to live close to the school, or in neighbouring boroughs, and the borough of Bexley has a wealth of high performing schools and good quality housing stock at competitive prices.



Beths is an academic institution that fosters an ethos in which working hard and wanting to achieve are the norm: where it's cool to be clever and successful. This is as true for the staff as for the students. We are ambitious for the young people in our care and seek to help them secure the very best outcomes of which they are capable. As a selective school, the staff have the privilege of educating intellectually able young people; and the students have the privilege of being in classes in which progress in learning can be rapid, and subjects explored in real depth.

While Beths is a traditional grammar school, it is geared for the twenty-first century. ICT is widely used and both students and staff are provided with their own electronic devices. We offer a broad and balanced curriculum which includes Music, Drama and Art at A Level.

As well as being a beacon of academic pursuit and excellence, Beths Grammar School is renowned for its enviable co-curricular enrichment programme that, through sport, the arts, clubs and societies, nurtures the whole child. This is why many boys – and girls in the Sixth Form – want to come here; and it is also why so many parents are pleased to send their children to Beths. Emphasis is placed on developing leadership skills, best exemplified by the work of the prefect teams, but also through opportunities lower down the school such as our thriving School Council. We believe our students are our best ambassadors. We value our students collectively and individually and acknowledge – and celebrate the fact – that they are all different.

Beths is committed to staff development. We have a strong CPD programme based on the principle of 'expertise from within'. Staff at all career stages have opportunities to lead training and we are keen to develop the leadership skills of our members of staff as we are those of our students.

Our students achieve highly in Year 11 and the Sixth Form; but we are not complacent. At Beths we are determined to deliver the very best to our students – and we seek to recruit like-minded, outstanding practitioners who also want to give the wonderful young people who study here the world-class education they deserve.



## Teacher of Science -Biology

Beths Grammar School is a large multi-cultural school on the borders between London and Kent serving a wide range of vibrant and exciting communities. We specialise in boys' education in the main school and have a large, co-educational 6<sup>th</sup> form.

The Science Department pride themselves on their collegiate ethos and professionalism. The department is housed in the Science Block with ten purpose-built teaching laboratories, and two preparation rooms. Each laboratory is equipped with a desktop computer and an interactive whiteboard. There is a Head of Science, Subject Leaders for each science as well as a KS3 coordinator. All students do separate award Biology, Chemistry and Physics at GCSE and there are large number of students choosing to study sciences at A-Level. Many students go on to study science, engineering, medicine, veterinary medicine and dentistry after A levels.

The science staff are highly motivated, employing a variety of teaching pedagogies and providing many opportunities for sharing good practice. There are many informal meetings in addition to the formal departmental meetings, thus ensuring effective communication and consistency of delivery across all Key Stages. The department continues to achieve excellent results in each of the three subjects at both GCSE and A-Level.

We are seeking to appoint an exceptional Teacher of Science with Biology up to A Level, who is looking to join a large, outstanding, and dedicated team for September 2025. There is the opportunity of a TLR for a suitably qualified and experienced candidate.



## JOB DESCRIPTION

**Post Title:** Teacher of Science - Biology

**Department:** Science

**Grade:** **MPS – UPS (Outer London) + possibility of TLR for the right candidate**

**Responsible to:** Head of Department

**Start date:** September 2025

**Key accountabilities of the role:**

ACTIVITY	RESPONSIBILITY
<b>Curriculum</b>	<ul style="list-style-type: none"><li>• In liaison with HOD undertake responsibility for developing, reviewing and keeping up-to- date syllabuses and Schemes of Work for all KS3 Science classes.</li><li>• Ensure that the work set for students, including homework, is challenging and that it stretches them.</li><li>• Mark and monitor student's class and homework providing constructive oral and written feedback, and setting targets for student's progress.</li><li>• Assess and review curriculum provision, content and teaching methods and modify where necessary.</li><li>• Keep up to date with and respond to national developments in the subject area and teaching practice and methodology.</li><li>• Promote extra-curricular activities to further the aims of the Subject and the school.</li></ul>
<b>Students</b>	<ul style="list-style-type: none"><li>• With HOD take responsibility for the work and behaviour of students within the subject. Operate the departmental system of rewards and sanctions.</li><li>• To actively monitor and follow up students progress. Supervise the setting and marking of work, including Homework, reporting and the allocation of grades within the framework of whole school policies.</li><li>• Set high expectations for Student's behaviour, establishing and maintaining a good standard of discipline and appearance.</li></ul>

	<ul style="list-style-type: none"> <li>• Undertake student's supervisory duties and cover for absent colleagues in line with school procedures.</li> <li>• Make every reasonable effort to ensure delivery of the school's Home School Agreement.</li> <li>• Undertake Form Tutor responsibilities as set out the in the Staff Handbook.</li> </ul>
<b>Monitoring</b>	<ul style="list-style-type: none"> <li>• Support Head of Department in: <ul style="list-style-type: none"> <li>- Monitoring standards of work to include:</li> <li>- Regular monitoring of the assessment of students and moderation of assessments to maintain consistency.</li> <li>- Monitoring achievement and progress of individual students and classes, linked to target setting.</li> <li>- Ensuring that information about student's achievements in previous classes and schools is used effectively to secure continuity and progression in the subject.</li> </ul> </li> <li>• Using national, local and school data to inform expectations, subject and individual student targets and teaching methods.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Meet with the Head of Department on a regular basis.</li> <li>• Share good practice within and across Departments.</li> <li>• Ensuring that Form Tutors, Heads of Year, the Head of Department and Senior Staff are informed of students progress as necessary.</li> </ul>
<b>External Communication</b>	<ul style="list-style-type: none"> <li>• Provide parents with information about curriculum, attainment, progress and targets.</li> <li>• Meet with parents as necessary to discuss issues arising from such information.</li> <li>• Liaise with Governors, examination boards, professional bodies and contribute to community links where appropriate.</li> </ul>
<b>Staffing</b>	<ul style="list-style-type: none"> <li>• Support Head of Department in:</li> <li>• Ensuring that appropriate work is set for supervised classes in the subject when staff are absent.</li> <li>• Ensuring that staff are familiarised with the procedures in the Subject and the school.</li> <li>• Being familiar with Head of Department Role and deputise as necessary.</li> </ul>

	<ul style="list-style-type: none"> <li>• Working with SENDCO to ensure that IEPs are used to set subject specific targets and match work well to student needs.</li> </ul>
<b>Budgets/Resources</b>	<ul style="list-style-type: none"> <li>• Advise the Head of Department of likely priorities for expenditure.</li> </ul>
<b>Other Specified Responsibilities</b>	<ul style="list-style-type: none"> <li>• To undertake any duties as may reasonably be required by the Headteacher</li> </ul>

## Teacher of Science - Biology

### Essential:

- a graduate with good qualifications that include a good honours degree in a relevant discipline
- an outstanding classroom practitioner/potential and drive to become outstanding
- the ability to plan and deliver lessons which fulfil appropriate learning objectives
- an understanding of the role of assessment in learning and the ability to use assessment to promote learning outcomes
- an enthusiasm for science in general and the ability to transmit this to students, including Biology up to A Level
- the ability to relate appropriately to school children
- the ability to execute effective discipline in keeping with the policy of the school and department
- a good knowledge of a wide range of teaching and learning methods
- the ability to create your own resources and willingness to share good practice with other colleagues
- the ability to identify learning needs of individual students
- a team player
- a strong commitment to the central role of the Form Tutor

### Requirements of the Post:

- to contribute to the teaching of Science across the age and ability range
- to be a Form Tutor
- to work within and contribute to established School and Department frameworks for:
  - lesson planning and delivery
  - student behaviour and care
  - student assessment
- to work within the school frameworks with regard to Health & Safety, Equal Opportunities and Safeguarding





- to provide accurate information for parents as required by the School and Department policy and attend parents evening/academic tutoring interviews and other presentation meetings as reasonably directed
- to help to further develop links with the wider community
- to promote a single School ethos
- to promote the School commitment to the Continual Professional Development of all staff
- to undertake any duties as may reasonably be required by the Headteacher.

### Salary – Teacher of Science - Biology

The post is offered in the MPS / UPS (Outer London) with the possibility of a TLR for the right candidate.

### Why Join the Beths Community

- All staff receive their own laptop
- We have a brand new Sixth Form Centre equipped with the latest technology for Teaching and Learning.
- CPD programme for staff development
- 24/7 Employee Wellbeing Support Programmer (free & confidential)
- Teacher's Pension Scheme
- Cycle to work scheme
- Use of School gym
- Staff social events

### Appointment Process

Applications should reach the school by **9am Thursday 24<sup>th</sup> April 2025**. We prefer electronic submissions and application forms can be found on TES or on the school website, no CVs please.

We intend to interview **w/c 28<sup>th</sup> April 2025**.

*Please note that we reserve the right to close any advert before the advertised closing date should a sufficient response have been received. Therefore, please ensure that you complete your application as soon as possible to avoid disappointment. We at Beths Grammar School are committed to practice which protects children from harm. Safeguarding and the promotion of a child's welfare covers all aspects of the child's life and Beths Grammar School is committed to ensuring that all its actions in respect for a child are compatible with this aim. All positions are subject to a DBS enhanced disclosure check. Applicants must complete the school application form and in line with 'keeping children safe in education' and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. All shortlisted applicants will be required to complete a Self-Disclosure form prior to interview.*

