



**Clifton  
High  
School**

**CANDIDATE INFORMATION**  
**TEACHER OF BIOLOGY**



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# BEYOND A SCHOOL, a place to belong



## AN INTRODUCTION TO OUR SCHOOL

Clifton High School is a forward-looking school set in beautiful surroundings in the heart of Clifton. We are a mid-sized, all-through, independent school, educating boys and girls from 3-18 years. 'Realising Individual Brilliance' is more than just a tagline at Clifton High, it is something we truly believe in and see exemplified in many ways, every day at our School. Each child's unique talents and qualities are nurtured and celebrated, in ways bespoke to them as an individual.

Clifton High School is known for its strong pastoral and family ethos. The safety and wellbeing of each pupil is our priority. We are a School that ensures a child's emotional and personal development is given the same level of importance as their academic achievements. Parents comment on the excellent relationships between staff and pupils - relaxed but always respectful. The rapport, encouragement and support available to every single child, pupil and student create an atmosphere where children and young people can develop happily and progress successfully



## **JOB DESCRIPTION**

**Job Title:** Teacher of Biology

**Department:** Biology

**Reports to:** Head of Biology

## **GENERAL QUALITIES**

The Clifton High School teacher will be articulate and inspiring, confident, stable and supportive, highly able and innovative. They will have stamina, energy and drive, with the ability and determination to attain and maintain very high educational standards and to raise their pupils' standards of achievement to the very highest levels.

## **SAFEGUARDING**

All staff at Clifton High will be committed to Safeguarding and promoting the welfare of children and young people across this 3-18 School, both in and out of the School. They will also ensure that any volunteers they have engaged to work with the children and young people are also committed to Safeguarding and are fully aware of the School's policies and procedures beforehand.

## **TERMS AND CONDITIONS**

Full time teachers teach fifty out of sixty periods per fortnight. Clifton High School has its own salary scale for teaching staff and new teachers are enrolled in a competitive pension scheme.

All staff are entitled to a two-course daily lunch during term time and to refreshments throughout the school day.





## MAIN RESPONSIBILITIES

The teacher will demonstrate high levels of competence in the following areas:

### Planning and Setting Expectations

- Demonstrate an excellent ability to plan
- Prepare lessons and sequences of lessons with clear objectives to ensure successful learning by all pupils
- Set consistently high expectations for pupils in work completed in class and at home
- Plan teaching to ensure it builds on the current and previous achievement of pupils
- Think creatively and imaginatively to anticipate and solve problems and to identify opportunities
- Make full use of the additional opportunities for curriculum enrichment in the wider school environment

### Teaching and Managing Pupils' Learning

- Demonstrate an excellent ability to teach, manage pupils and maintain discipline
- Understand and use the most effective teaching methods to achieve the learning objectives in hand
- Display flair and creativity in engaging, enthusing and challenging groups of pupils
- Use questioning and explanations skilfully to secure maximum progress
- Quickly understand pupils' perceptions and misconceptions from their questions and responses
- Develop pupils' literacy, numeracy and ICT skills as appropriate within phase and context
- Provide positive and targeted support for all pupils, including those who have special educational needs, are very able or lack confidence
- Maintain respect and discipline and be consistent and fair, making good use of school policies and procedures

### Assessment and Evaluation

- Demonstrate an excellent ability to assess and evaluate progress
- Use assessment as part of teaching to diagnose pupils' needs
- Use assessment to set realistic and challenging targets for improvement
- Use assessment to plan future teaching
- Make regular stops in the course of learning to check on progress and to use feedback to inform the direction of learning



## **MAIN RESPONSIBILITIES CONT.**

### **Pupils Achievement**

- Demonstrate the ability to achieve excellent results and outcomes in terms of value-added performance for their pupils
- Demonstrate that, as a result of teaching:
- Pupils show consistent improvement in relation to prior and expected attainment
- Pupils are highly motivated, enthusiastic and respond positively to challenge and high expectations
- Pupils exhibit consistently high standards of discipline and behaviour

### **Know and understand:**

- What constitutes excellence in teaching and learning
- How to make use of recent research findings and theories about the different types of intelligence and how children and young people learn

### **Have:**

- Highly developed teaching skills
- Excellent subject knowledge
- Up-to-date knowledge of IT and the new technologies, and use them effectively to enrich teaching and to improve learning

## **COMMUNICATIONS:**

### **Relations with Parents and the Wider Community**

- Demonstrate a consistent record of positive parental involvement in learning and a generally high level of satisfaction

## **RESPONSIBILITY FOR:**

### **Managing Own Performance and Development**

- Keep up-to-date in subject(s) and/or specialism(s)
- Improve teaching through evaluating own practice in relation to pupils' progress, school targets and inspection/review evidence
- Achieve challenging professional goals
- Participate very effectively in professional development, taking responsibility for own professional development

## **RESPONSIBILITY FOR CONT.**

### **Managing and Developing Staff and Other Adults**

- Provide clear feedback, good support and sound advice to others
- Analyse teaching and understand how improvements can be made
- Have highly developed interpersonal skills, which allow the teacher to be effective in a wide range of learning situations

### **Managing Resources**

- Know how to plan and prioritise own time and actions effectively
- Ensure that resources are used to their best advantage

### **Strategic Leadership**

- Provide a role model for pupils and other staff through personal and professional conduct
- Be highly respected and able to motivate others

### **Teaching requirement**

A full time teacher at Clifton High School is currently required to teach 50 out of 60 periods per fortnight.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post.





## PERSON SPECIFICATION

<b>Skills and Abilities</b>	<ul style="list-style-type: none"><li>• Good interpersonal skills</li><li>• Ability to communicate effectively, both orally and in writing</li><li>• Excellent high level IT skills</li><li>• Excellent subject knowledge</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Proven experience of recent and successful teaching of the subject</li></ul>
<b>Qualifications and Professional Development</b>	<ul style="list-style-type: none"><li>• Degree and QTS</li></ul>
<b>Personal Qualities and Competencies</b>	<ul style="list-style-type: none"><li>• Commitment to the Safeguarding of our pupils</li><li>• Willingness to undertake training as required</li><li>• Adaptable and flexible</li><li>• Flexibility to undertake any other responsibilities as many be reasonably required by the Head of School commensurate with this post</li><li>• A willingness to be involved in the wider life of Clifton High School</li></ul>
<b>Attitudes and Outlook</b>	<ul style="list-style-type: none"><li>• Boundless energy and vision</li><li>• Ability to work under pressure and a capacity for hard work</li><li>• Ability to appreciate the needs of the whole school</li><li>• Positive and proactive approach to continuous improvement</li><li>• Ability to work as a member of a team</li></ul>



## DEPARTMENT INFORMATION

### Philosophy

The Biology Department aspires to sustain and promote the School's overall guiding principal of 'realising individual brilliance' within a community where every pupil is 'happy, safe and secure' and finds 'satisfaction and excitement in learning'. Biology makes a connection with every pupil and we seek to foster their natural curiosity for the living world so that they learn to care for each other and for the environment around them

### Aims:

- Nurture a curiosity, fascination and enjoyment in Biology, that hopefully leads to a lifetime of interest in the subject
- Instill within our pupils an understanding of the consequences of their actions on their own health and the natural world, as well as a sense of responsibility to have a positive impact in these areas
- Provide well-structured lessons which are creative, energetic, relevant and accessible for all pupils whilst retaining in them high levels of focus and productivity
- Create an environment where effort is valued and recognised, allowing pupils to feel safe and positive about learning from their mistakes
- Lead by example, with staff who approach teaching and learning with enthusiasm and demonstrate commitment to improvement
- Encourage critical, logical and objective thought through the application of the scientific method
- Provide opportunities for full pupil participation through a variety of collaborative and independent tasks
- Provide students with a range of opportunities to immerse themselves in Biology outside of the classroom and to see the real-life applications of the subject
- Encourage and support pupils in pursuing further study and careers in the field of Biology

### Courses across the year groups

Pupils in Year 7 will be taught 'Science', following units of work from the three separate sciences that will give them a firm grounding in practical and theory work, setting them up for the years ahead. Pupils in Years 8 follow a bespoke scheme of work, designed to prepare them fully for the demands of GCSE Biology. In Year 9, pupils begin the first two units of the GCSE course.

Currently, all pupils in Years 10 and 11 have the option to drop one Science subject but must study the other two Sciences in full depth. This is currently under review such that all pupils will eventually study all three sciences in one form or another. Those who chose Biology study the AQA GCSE Biology course. Our A level biologists study the AQA A level course.



## DEPARTMENT INFORMATION CONT.

### Extra-curricular activities

The Biology Department runs several clubs outside of lessons, including:

- Dissection Club
- Medical Society
- Three Biology support sessions

The Department also plays a key role in organising and running theme days such as the Year 6 Taster Day, which has previously focused on themes including energy in food and forensics. It also engages pupils in competitions, National Science Week, and delivers school assemblies

The Biology department works closely with the PE, Geography, and Food and Nutrition Departments.

We are always looking for ways to add to the breadth of opportunities that we can provide for our pupils and, as well as having ideas, the desire to take responsibility and go that extra mile are therefore essential attributes of our staff.

### Pupil groupings

Clifton High School is unique in Bristol in offering the Diamond Edge Model of education. In keeping with this, pupils within Years 7-9 are taught in single sex classes in sciences, English and mathematics. While these can be mixed ability groups, we aim to set classes according to ability wherever possible.

At GCSE, boys and girls are taught together, often in mixed ability groups, although again we aim to set classes wherever possible. Pupils are expected to achieve at least a Grade 6 at GCSE to be considered for A level Biology.

The School is selective in its intake and this is reflected in the high standard of its academic results. A significant percentage of pupils opt to study Biology in the Sixth Form.

### Facilities

Within the Biology Department we have two laboratories with whiteboards and a third equally well-equipped laboratory that is shared with the Junior School. The Science Department as a whole comprises of seven purpose-built laboratories as well as STEM Room, with accompanying storage and preparation facilities. All pupils in Year 7-11 are provided with a school iPad and Apple Pencil, and full use is made of Teams, OneNote and SharePoint to deliver lessons and provide resources. In the Sixth Form we follow a 'bring your own device' policy.



## CLIFTON HIGH AS A BUSINESS

Just like any other independent school, Clifton High is a business. Our product is a high-quality, desirable education. However, to ensure that we can continue to provide the education and experience that we are so passionate about, we must function as a successful business. This is largely down to fees; securing future pupils and retaining families, and maintaining and building on the good reputation we have. Our parents are our customers and are making big financial and emotional investments in our School. As such, all employees are representatives of the School and play a part in its success.

With a flourishing and affluent population, the demand for independent education in Bristol is strong. However, the offering from the independent sector is highly competitive, with more independent schools within the city and its outskirts than anywhere in the country other than North London.

As a school, we have learnt never to be complacent but to strive to keep competitive and ahead of the game. Clifton High School has a unique offering where extra-curricular activities and personal and social development are given emphasis alongside academic excellence. Our parents very much value this; indeed, it is an important reason why they choose us. Competition to attract pupils is high and as such we seek to appoint and retain staff of the highest calibre who act as ambassadors for the School and embrace and reinforce our ethos and values.



## Being a Clifton High Employee

Working at Clifton High School involves a commitment to the vision, culture and heart of the School; all staff work with colleagues to ensure that the School fulfils its aims.

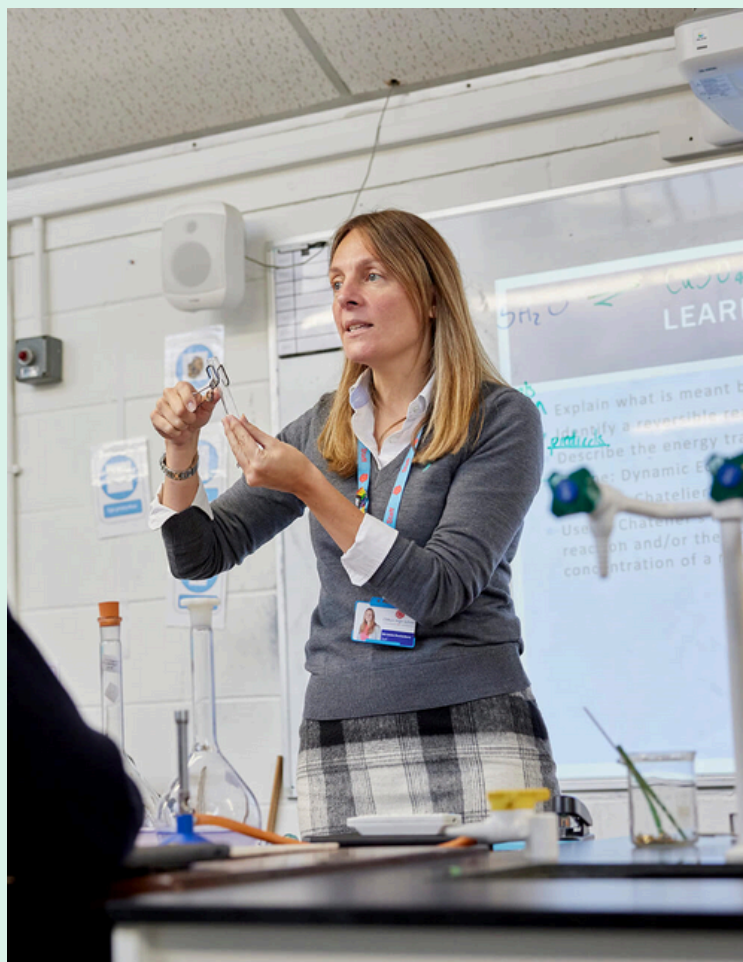
Our pupils are fun, inquisitive, enthusiastic and rewarding, and staff are expected to share and champion our passion for bringing out the best in each and every one of them. Classes are small, giving staff the opportunity not only to strive to achieve the highest standards within it, but also to make a significant contribution beyond it. All staff enrich and strengthen the wider life of the school by undertaking duties and offering and supporting activities or clubs. As role models for our young people, you are encouraged to show planned and focused career development.

Whilst focusing priority on excellence in the teaching and learning of our young people, as well as their personal development; staff are also encouraged to learn new skills and advance their own professional growth. The School encourages its young people to acquire skills and its staff must lead by being open to new skills and knowledge .

We very much want every individual, whether part of teaching, support, business administration or otherwise, to feel that they belong to our community and share our common goal with the health, safety, well-being and education of our young people at its core. Realising Individual Brilliance is not just for the pupils, but for everyone at Clifton High.

### What do we have to offer you?

- Committed and supportive staff
- Motivated children with a desire to learn
- A drive to change and be better
- A culture of high ambition and excellent pastoral care throughout the school
- A history of embedded excellent best practice
- A creative and inspiring ethos and school values that our children and team carry for life
- Strategic, committed and supportive leaders
- Regular support and training to update skills
- Healthy and nutritious two-course lunch during term times
- 'School Fee Discount Scheme' for permanent staff members
- Regular staff socials





## OUR VALUES



### CURIOSITY

We want to encourage a natural and joyful interest in our pupils that inspires playful exploration and discovery in the world around them



### EMPATHY

We place huge importance on our ability as humans to put ourselves in other people's shoes and show compassion towards them.



### LOVE

We want children to understand and appreciate the importance of showing love and respect; not only to fellow humans, but to the world around us.



### DIRECTION

We believe in guiding and supporting individuals to discover their own unique brilliance and helping them find the right path to fulfil their potential.



## OUR STRATEGIC AIMS

At Clifton High School, our aims are based around six key areas:

- Raising Expectations and Academic Outcomes
- Mental and Physical Wellbeing
- Technology for Learning and Communicating
- The Business of Education
- Learning and Teaching
- Our Environment





# Clifton High School

**THANK YOU FOR YOUR INTEREST IN  
WORKING AT CLIFTON HIGH**