



Prior Park College

Teacher of Biology

Reporting to:

1. Head of Biology

Prior Park Schools

Prior Park Schools is a family of Christian schools based in Bath and Gibraltar. Together, the Schools offer education for pupils aged between 3 and 18. Since the establishment of Prior Park College in 1830, the family has grown, with The Paragon School joining in 2006, and Prior Park School Gibraltar being opened by Prior Park Schools in 2016.

The Schools' Mission is to steward a thriving family of communities with love for the young people they serve at their heart. These vibrant communities cultivate creativity, foster integrity, and transform lives.

Across three sites, the Schools educate over 1100 young people of all faiths and none. The values underpinning the Mission and the Schools' educational offerings are Curiosity, Generosity, and Courage. The Schools believe that quality education changes lives and that outstanding schools are engines for positive social transformation.

Our Schools provide excellent teaching, equipping our young people to leave for a variety of exciting destinations. The success of what the Schools do in the classroom is intertwined with their co-curricular offerings. The young people undertake a wide variety of activities, which, in addition to being fun, challenge them to persevere to succeed. We work together imaginatively and courageously to hone the skills our young people need to forge their place in the world.

Prior Park Schools (PPS) have long been renowned for the quality of their pastoral care. Grounded in the love that sits at the centre of our Mission, our pastoral ethos allows young people to feel safe and secure to challenge themselves, to learn who they want to be, and to discover the difference they want to make.

Each of the Schools' Heads are supported by a Leadership Team, who together lead the day-to-day educational business of their respective schools. The Board of Trustees provides governance and support for the Heads and their schools via a number of Advisory Committees which include Local Boards for each of the schools, the Finance, Audit, Investment & Risk Committee (FAIR), an Education Committee and Safeguarding oversight.

The Executive management of the schools is devolved to the Prior Executive Board (PEB) which comprises the Heads of each constituent school and The Director of Operations & Finance. The PEB drives the strategic development of PPS, ensuring that it is on track to deliver its Vision and thereby remains a market leader in independent education.



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The Biology Department & Science Faculty

Accommodation and facilities

The Science Faculty comprises a close knit, experienced team of some 12 teachers and 4 technicians across three departments: Biology, Chemistry and Physics, each of which is led by a Head of Department, whom are operationally managed by the Head of Science.

The Biology department occupies three modern, purpose-built laboratories, served by a generous prep room and is extremely well resourced, aiming to teach practically whenever possible and provide the richest experience for our students. In the last year, the department have led with various enrichment opportunities, such as partnering, with the University of Bath in a research project and taking a group of L5-U6 students on an “Operation Wallacea” conservation residential expedition, We are academically ambitious for our students, passionate about enthusing our subject, value its role within a coherent understanding of science and enjoy working as a team.

All staff at Prior Park College are issued a Lenovo ThinkPad Yoga - a powerful laptop computer for use at school and home - and a full subscription to Microsoft 365, including a 1TB personal OneDrive. All students benefit from a school-issued personal learning device (PLD), a similarly powerful laptop which students use for much of their classwork and homework.

The Science curriculum

At the start of the school in Lower 3 and Form 3 (Years 7 and 8) students take Science as an integrated subject, taught by a single teacher from the Faculty. This means new students have a smaller number of teachers to get used to and gives more opportunity to get to know the students in these two years.

From Form 4 (Year 9) onwards students are taught the sciences separately, overseen by the Heads of Biology Chemistry and Physics.

For GCSE, students may select either Combined Science or Triple Science, all of which follow the AQA GCSE specification.

Biology is an extremely popular A-Level subject, with between two and three full groups in each of L6 and U6. We currently follow the AQA specification at A-Level. We take pride in teaching “*beyond the specification*” and have recently completed a book review of some of the Royal Society science book nominees for 2024.





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The Role

Overview

The postholder will be responsible for teaching Biology at all levels from KS3 to A-Level, with additional pastoral and co-curricular responsibilities coming with the role in this busy boarding and day school.

Key responsibilities

The post-holder can expect to:

- Teach exceptional and inspirational Biology lessons up to A-Level.
- Assist with trips and co-curricular opportunities organised by the department.
- Collaborate in the development and refinement of schemes of work and discussions on pedagogy.
- Communicate and work effectively with different stakeholders including parents, House staff, the SENDCO and others to make sure your students make excellent progress.
- Work in a school, that values their well-being. This is supported by a vibrant staff common room, supportive colleagues, extensive professional growth opportunities and curious, committed students to teach.

There are considerable benefits to working at Prior Park College, such as

- High autonomy and trust within the classroom.
- The use of gym and sports facilities.
- Parents/Guardians of PPC/The Paragon students are entitled to reduced fees.
- Free lunch within term time.
- Regular staff social events.
- Extensive holidays.
- The opportunity of further income, by supervising a boarding house, in the evenings. There is no expectation that this is part of the role and is only for interested candidates.

Pastoral role and wider contribution

All teaching staff at the College undertake certain pastoral and wider responsibilities:

- All teaching staff, including HODs, act as House tutors, being part of a team reporting to a Housemaster/Housemistress and making a full contribution to their House. This role involves routine registration, monitoring of academic progress and general welfare, conducting and generating pastoral sessions, supervision in House (as directed by the HsM) and supporting House events.
- All teaching staff contribute to the extra-curricular programme. It is expected that all teachers support at least two activities per week (4.45 - 5.45pm) every term.
- Although there is no teaching on Saturdays, all teachers contribute to Saturday activities for two of the three terms of the year. This is normally a half-day of either morning activities or afternoon fixtures.

Potential leadership opportunity at KS3



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For interested, exceptional candidates, there is an additional opportunity to lead our integrated Science provision at KS3 as *Coordinator: Junior Science & Transition*. They would be line managed by the Head of Science. Key responsibilities of this additional role include:

- **Coordinate KS3 Integrated Science curriculum**
Be responsible for the curriculum and teaching of Key Stage Three Science, in L3 and F3, leading the taught delivery of schemes of work, developing these with input from the Heads of Physics, Chemistry and Biology and quality assuring their efficacy and coherence.
- **Coordinate Transition curriculum**
Working with the Heads of Physics, Chemistry and Biology, coordinate short courses of around 9 lessons each for both Year 5 and Year 6 students from The Paragon School, which are delivered at Prior Park College.
- **Coordinate the Junior Science team**
The JTC will hold regular meetings of Science staff teaching on the Junior Science and Transition courses. They also liaise with the Assistant Head (Director of Studies) on staffing matters ahead of each academic year.
- **Manage Junior Science budget**
- **Coordinate assessment & tracking for Junior Science**
- **Lead on student intervention**

The tasks listed above are not exhaustive and other additional, reasonable duties falling within capabilities of the post holder may be required, depending on the needs of the School.

JD reviewed February 2025

Personal and Professional Specification

The ideal candidate might already be an excellent teacher of Biology or an ECT looking to take their first steps into their teaching journey.

	Essential	Desirable
Qualification	<ul style="list-style-type: none">• 5 GCSEs including English and Maths at Grade C or above or equivalent• Undergraduate degree or equivalent in relevant subject discipline	<ul style="list-style-type: none">• A good undergraduate degree in a relevant discipline• A UK teaching qualification
Experience	<ul style="list-style-type: none">• Experience working in a school	<ul style="list-style-type: none">• Experience teaching Biology up to A-Level, which may have been in teaching practice.• Other relevant experience in education and/or working with children.• Other relevant subject-related experience.



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Knowledge	<ul style="list-style-type: none">• A good working knowledge of your discipline	<ul style="list-style-type: none">• Excellent knowledge of Biology to undergraduate level.• Excellent working knowledge of current teaching practices, including a strong knowledge of likely student misconceptions and strategies to redress these.
Skills and competences	<ul style="list-style-type: none">• A good classroom practitioner• Good organisational skills, able to set and work to strict deadlines• An ability to work collaboratively, developing and maintaining positive and supportive working relationships	<ul style="list-style-type: none">• An excellent and inspiring classroom practitioner.• Ability to produce high quality written communication to staff and parents.• Exceptional organisation skills, able to analyse and prioritise issues effectively.• Ability and willingness to get involved in all aspects of wider school life.

Child Protection

All staff employed by Prior Park Educational Trust must be committed to safeguarding and promoting the welfare of children and young people across our 3-18 Trust, both in and out of our Schools. All staff are expected to adhere to and always ensure compliance with the Trust's Child Protection Policy Statement. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Data Protection

In the course of employment at Prior Park Educational Trust, staff may have access to confidential information relating to pupils and their families and are required to exercise due consideration in the way they use such information. Staff should not act in any way which might be prejudicial to the School's interest. Information which may be included in the category covers both the general business of the school and information regarding specific individuals. A strict code of confidentiality must be always adhered to. The School is registered under the Data Protection Act 2018 and operates under policies that meet General Data Protection Regulations (GDPR). Staff must not at any time use the personal data held by the school or disclose such data to a third person.

Special Working Conditions

Prior Park Schools operates a policy under which smoking, including e-cigarettes or vaping, is not permitted anywhere onsite.

Schools are physically demanding environments, and the Teacher of Biology can expect to be involved in activities which may require physical exertion, as and when required, always observing health and safety regulations and practices.

We offer a supportive working environment, a competitive salary as well as free lunch each day the kitchen is operational. We also offer 33 days holiday (including bank holidays), access to other benefits including free parking onsite, generous fee remission for eligible children, a contributory pension scheme and complimentary gym membership.