



Rossall

INSPIRING EXCELLENCE

Head of Biology



APPOINTMENT BRIEF

March 2021



ABOUT ROSSALL SCHOOL

Founded in 1844, Rossall is a co-educational boarding and day school with an illustrious history and a clear strategic vision for the future. Situated on the Fylde Coast, the majestic backdrop of the Cumbrian Peaks and the Irish Sea provide a spectacular environment within which a community of some 690 boys and girls are inspired to fulfil their potential. The School provides a unique educational experience underpinned by a strong commitment to academic excellence and co-curricular participation. Successive generations of Rossallians have made a profound impact in fields as diverse as medicine, literature, music, politics and technology.

Academic results are superbly strong. The School has an IBDP average of 34 and this year almost 50% of A level grades resulted in an A* or A. Almost 60% of our Upper Sixth progress to Top 20/Russell Group universities. Additionally, this year, three students won full sports scholarships to the US whilst others are proceeding to top universities in Paris, Milan and Hong Kong - to name but a few. Rossall is an inclusive school with an intellectually dynamic culture that encourages young people to embrace the highest of aspirations.

Regionally, Rossall has now reclaimed its place as one of the top performing independent schools in the North West. Perhaps most importantly, it is a school community with a huge heart and this manifests itself in happy and confident children and a staff body committed to providing the very best context within which young people may live, learn and play.

In 2019, the School embarked upon an ambitious development plan which placed a strong emphasis upon the provision of outstanding teaching and learning. The appointment of a Deputy Head of Teaching and Learning and the opening of the new centre for Innovation and Excellence in Learning are reflective of the School's commitment to ensuring that Rossall is recognised regionally and nationally as a progressive and aspirational School community committed to the professional development of its staff. Additionally, the establishment of a Leadership Academy is reflective of the growing number of aspirant educational practitioners who have decided to develop their careers here at Rossall.

We strive to develop in our pupils a lifelong love of learning, a sense of moral purpose, and a belief in their own power to do good in the world. We prepare them to lead successful personal lives and productive professional lives. Our students are confident and compassionate. Increasingly they assume responsibility for their own learning and they are encouraged to be both critically reflective and resilient. We have the highest aspirations for our boys and girls and, as an IB World School, we endeavour to ensure that our pupils are intellectual risk-takers, open-minded and persuasive communicators. We desire for them to develop an intrinsic interest in the subjects that they are studying and to view the formal curriculum as constituting a starting point as opposed to an end in itself. Opportunities for academic enrichment abound and pupils are able to benefit from involvement in activities such as the Model United Nations and subject specific societies.

It is an inclusive and diverse School community with a roughly even split between day pupils and those who board. The internationally-minded nature of the School is as defining an aspect as its architectural beauty and fascinating history. In 2019, we had a full ISI inspection. We were judged **to be compliant in every regard and the quality of pupil's personal development was considered to be excellent.**

In the summer of 2020, we appointed Emma Williams to the role of Director of Boarding and Richard Symons became our very first Head of Diversity, Equity and Inclusion. Rachel Magowan was appointed our first Director of Health and Wellbeing and our team of houseparents and year group heads are dedicated, experienced and provide a nurturing and safe context for all of our children.

The School is a liberal and progressive community and we are committed to ensuring that our provision is outstanding in every regard. Student voice and our mental health provision are key focuses within our development plan and it is our ambition to be sector leaders in this regard.

Other current initiatives include the launch of a Leadership and Adventure Training Academy and an International Performing Arts Academy. The School is ranked number one in the UK for golf and our growing football academy is one of the standout provisions in the country. Both our boys and girls

First XI hockey teams progressed to the final eight of national competitions in 2020. We are in the process of launching an International Performing Arts Academy and a Girls' Elite Football Programme in partnership with England and Chelsea footballer Millie Bright, and Fleetwood Town Football Club.

We recognise that parents expect the best for their children; therefore we continue to invest significantly in our expansive campus to provide a modern, comfortable location where boys and girls from 3 months to 19 years of age will find a safe, yet stimulating environment with all they need to get the most from their stay with us, in school as well as during leisure and social time. Our holistic vision of education is predicated upon excellent personal relationships with our families.

Popular with overseas and British pupils alike, our school has a unique identity and a strong sense of community spirit. Here, boarders from around 50 countries mix with British pupils to create an environment within which children are able to develop a truly international perspective and forge lifelong friendships with others from around the world.

We strive to develop in our pupils a lifelong love of learning, a sense of responsibility and personal integrity. Ours is a community based on trust, mutual respect and compassion, and we expect every member of our school to uphold these values, on and off the campus.

Rossall is an inspiring place to live, learn and work; we are fortunate to attract fantastic students and staff to join us on our beautiful campus by the sea!

MEET THE ROSSALL TEAM ROSSALL'S LEADERSHIP EXECUTIVES

Leading the school is Headmaster, Mr Jeremy Quartermain, and four fellow Leadership Executives. They are joined by the extended Senior Leadership Team.



Mr Jeremy Quartermain
Headmaster



Mrs Emma Sanderson
Bursar



Ms Dina Porovic
Senior Deputy Head



Mr Stephen Prest
*Deputy Head
(External Relations)*



Mr Matt Turner
*Head of
Junior School*

HEAD OF BIOLOGY

A dynamic, inspiring, and experienced practitioner is required to lead the Biology Department from September 2021. The Head of Biology will possess a desire and commitment to raise achievement and have the ability to oversee the planning and delivery of interesting and varied lessons within the department employing a range of high quality, effective approaches to teaching and learning with a great deal of success.

The successful applicant will be an outstanding teacher able to teach Biology up to A Level standard, with a strong commitment to ensuring that all pupils within the department achieve excellent examination results (from a value-added perspective) and develop into accomplished scientists. Knowledge of the International Baccalaureate is desirable as is the experience of supporting Oxbridge applicants, though neither are essential.

The Head of Biology will need to be approachable, flexible in their management style and demonstrate an ability to collaborate and motivate. They will be an excellent classroom practitioner, able and willing to share good practice and have the vision and track record necessary to ensure that the learning and experience of Biology both in lessons and through activities/lecture series for students is outstanding.

The Science Faculty consists of 11 teaching members of staff and a number of technicians. The individual sciences are taught from Year 9 and the majority of pupils sit GCSEs in the three separate sciences. Biology, Chemistry and Physics are all popular options at both A Level and within the IBDP. The Department works closely with the Rossall School Space Centre headed up by Dr Nick Lister.

The Biology Department collaborates effectively and effectively with other STEM disciplines to ensure the best organic experience for budding scientists. Recent Biology societies have included a Zoology society, a KS3 experiment skills workshop and preparation for Med/Vet university applications through activities, workshops and talks. The department also supports our pupil directed Eco Society and pupils and teachers love to be involved in the running and maintenance of the school farm.

JOB DESCRIPTION

Key responsibility / accountability

- Creating a positive, supportive and productive working environment for both staff and pupils.
- Promoting the study of Biology at School level and beyond.
- Leading, supporting and developing staff through effective training and guidance; prompting staff to develop their interest and understanding of subject specific and wider educational matters.
- Holding regular (fortnightly) departmental meetings to review student progress and to plan departmental strategy.
- Effective and regular monitoring of the quality of teaching, learning, marking and assessment.
- Maintaining knowledge of current university entrance requirements and providing guidance to pupils considering degrees in Biology, Medicine and associated courses.
- Co-ordinating and contributing to the support of Oxbridge and Medicine candidates.
- Supporting the School's co-curricular programme through the maintenance of an annual programme of visits and trips both in the UK and overseas

- Ensure excellent communication with the Headmaster, Senior Deputy Head (Academic), Director of Studies and other academic and pastoral staff, pupils and parents.
- Managing the budget to ensure optimum use of departmental resources.
- Overseeing the development of digital learning technologies within the department.
- Reviewing the department's practice and documentation regularly with staff to ensure that both of these support the School's priorities and deliver an inspiring, relevant and challenging curriculum.
- Assisting the Headmaster and other senior staff with the appointment of staff.
- Ensuring the whole School policy, including that for Health and Safety, is implemented and regularly evaluated in areas that pertain to the department.
- Acting as a role model in all aspects of School life, both in the classroom and beyond.

Teaching responsibilities

- To be an outstanding classroom teacher who shares good practice
- To plan and prepare interesting and engaging lessons
- To ensure that the needs of all learners in their classes are met
- To maintain an orderly, positive and purposeful classroom atmosphere
- To assess, record and report on the development, progress and attainment of pupils effectively, accurately and positively within the framework of department and school policy
- To help foster pupils' critical thinking and independent learning skills
- To prepare pupils for public examinations
- To attend fortnightly Departmental Meetings and contribute to the development of the curriculum, resources, etc.
- To attend parent meetings and other relevant School occasions
- To participate in ongoing appraisal and be committed to continuous professional self-reflection and ongoing professional development
- Cover for absent colleagues when requested
- Carry out duties and responsibilities as determined by the Headmaster

Other

- To promote the general progress and academic and pastoral well-being of individual pupils and of any assigned group of students, including tutor groups;
- To safeguard the general health and safety of pupils.
- To communicate and consult with parents over pastoral issues and academic concerns.
- To participate in all relevant meetings and undertake supervision and cover duties as required.
- To contribute to other aspects of education outside the classroom e.g. games, clubs and visits.

Wider School Life

All teachers play a role in supporting the School's house system and all full time members of staff are tutors attached to one of the houses. They also commit some of their time and energy to the extensive co-curricular programme, which includes a wide variety of clubs and activities reflecting the broad range of interests of our staff. Many staff offer activities relating to their subject area, but there is scope to be involved with sport, music, drama and the Combined Cadet Force and a great range of clubs from cookery to chess and debating to dance!

PERSON SPECIFICATION

- The successful candidate will be committed to the success and fulfilment of potential of every pupil studying Biology within the School.
- They will be an outstanding practitioner with a proven ability to deliver excellent teaching.
- They will possess an appropriate degree and hold a PGCE or equivalent qualification. Whilst by no means essential, knowledge and experience of the IBDP would be desirable.
- They will be an accomplished communicator who demonstrates a strong commitment to academic excellence.
- The successful candidate will have an excellent understanding of current educational thinking and adopt a proactive and innovative approach towards future developments in the subject.

Applicants should be committed to the safeguarding and promotion of the welfare of young people. They should demonstrate this commitment in every aspect of this post. All staff are required to adhere to and ensure compliance with the School's Safeguarding Policy at all times. You are required to report any safeguarding or child protection concerns to your line manager or the School's Designated Safeguarding Lead (DSL).

To find out more about this role please contact:

Jill Bradburn (Head of Biology) at j.bradburn@rossall.org.uk or

Dina Porovic (Senior Deputy Head) at d.porovic@rossall.org.uk

BENEFITS OF SERVICE

In addition to providing a great place to work, we offer a generous remuneration package to colleagues which includes:

- Membership of the school contributory pension scheme
- Extensive CPD opportunities and financial support for qualifications such as Masters etc
- Free lunch and refreshments during term-time
- Free parking on site
- Longer holidays than the maintained sector
- Medical centre on site during term time
- Free use of the School swimming pool, gymnasium and sports facilities
- A generous discount on the School fees of employees' children attending the School (except the Nursery)

APPLICATION PROCESS

To apply, please complete the application form available on the School website, ensuring that your referees include your current or most recent employer.

Your letter of application should be addressed to the Headmaster. It should be no more than two sides and clearly outline your suitability for the role with reference to the Job Description and Person Specification. You should also explain clearly why you want to work at Rossall.

Send your completed application to the Headmaster c/o Mrs Stephanie Capstick (Head of HR and Compliance).

POST:

Mrs Stephanie Capstick
Head of HR and Compliance
Rossall School
Broadway
Fleetwood
Lancashire FY7 8JW

EMAIL:

hr@rossall.org.uk

CLOSING DATE:

Noon on Monday 12th April 2021