



TEACHER OF BIOLOGY

Temporary for the academic year 2022/23

Part-Time [4 days per week equivalent estimated at 25.92 hours per week paid on a pro rata basis including directed time]

(This contract may be subject to extension or may be reduced for any valid reason)

1. INFORMATION ABOUT THE POST

A temporary part-time post has arisen in the Biology Department. The part-time hours will be as determined by the school's curricular needs and is planned to be over 4 days but may be spread over 5 days. It is expected that the person appointed will take up post from **Thursday 18 August 2022 or as soon as possible thereafter.**

The school is seeking to appoint an appropriately qualified person with the ability, commitment and drive to provide challenging teaching for able and well-motivated young people. The person appointed will also have the capacity to work effectively and harmoniously with a dedicated and well-qualified team of teachers.

[Detailed personnel and job descriptions are included in this statement of information under points 4 and 5 respectively].

Salary will be according to the common pay spine for teachers and will depend on the successful candidate's qualifications and experience. Duties and conditions of service will be in accordance with the Teachers' [Terms and Conditions of Service] Regulations [NI] 1987.

This post would also be suitable for a recently and suitably qualified teacher who could demonstrate high achievement on teaching practice and/or appropriate temporary employment.

2. INFORMATION ABOUT THE BIOLOGY DEPARTMENT

There are thirteen specialist Science teachers who contribute to the work of the Science departments, four of whom are involved in the teaching of Biology. There is a head of department for each Science subject and each department is located in its own specialist accommodation.

The Biology department has four laboratories, associated prep rooms and the services of a dedicated technician.

Junior Science is taught in year 8 with separate Biology Chemistry and Physics provided in Years 9 and 10. At Key Stage 4, pupils take one, two or three sciences to GCSE. Biology is a popular and highly achieving subject at GCSE, AS and A Level.

3. INFORMATION ABOUT THE SCHOOL

Sullivan Upper School was founded in 1877 by the trustees of Robert Sullivan "to bestow the blessings of education on all succeeding generations in his native place". Today it is a co-educational and non-denominational voluntary grammar school of more than 1000 pupils aged between 11 and 18.

It is owned and managed in all its affairs by the Board of Governors of the School, which is drawn from the local community and reflects all the main religious denominations of Holywood. The school is funded directly by the Department of Education for Northern Ireland.

There are 47 full-time members of the teaching staff, 6 job share teachers and a further 19 part-time teachers in the secondary department. The school is well served by 65 non-teaching staff who work in the administrative, financial, technical, clerical and maintenance areas of the school's activities.

Pupils study for 10 or 11 GCSE subjects and the vast majority enter the Sixth Form to undertake 3 or 4 A Level subjects. A very high percentage of leavers from Year 14 go on to degree courses in higher education.

There is a strong emphasis on both academic achievement and on extra-curricular involvement. Overall performance statistics for KS3, GCSE and A Level have been excellent over recent years. The teaching staff is committed to improving standards and is also intimately involved in the many out-of-class sports, clubs and activities that contribute so much to the life of the school. Demand for places at the school is very high.

It is the school's aim to help each pupil to achieve the best that he or she is capable of both academically and in all the other aspects of education that the school provide.

4. **PERSONNEL SPECIFICATION**

A **ESSENTIAL CRITERIA:** the person appointed to this post must:

- A1 at the time of taking up the post, hold a recognised teaching qualification which has prepared him/her to teach Biology as the main subject, have a personal teacher reference number issued by the Department of Education for Northern Ireland and be registered with the GTCNI;
- A2 hold a recognised degree in Biology or in a related and appropriate biological discipline;
- A3 have experience of teaching Biology in a post-primary school (includes teaching practice);
- A4 have experience of teaching Biology (or Double Award Science) to GCSE level (includes teaching practice);

B **DESIRABLE CRITERIA:** preference may be given to candidates who:

- B1 have attained a classification of 2.1 or higher in their degree;
- B2 have recent experience (within the last 3 years) of teaching Science and/or Biology to KS3 (includes teaching practice);
- B3 have recent experience (within the last 3 years) of teaching Biology to AS Level (includes teaching practice);
- B4 have recent experience (within the last 3 years) of teaching Biology to A2 Level (includes teaching practice);
- B5 have experience of using ICT to promote effective teaching and learning;
- B6 have experience of contributing, and are willing to contribute, to school co-curricular and extra-curricular activities;
- B7 have experience of teaching (or qualifications to teach) another subject within the school's curriculum.

The school reserves the right to enhance the criteria if necessary for the purposes of producing a manageable shortlist.

When applying for the post, applicants should show clearly how they meet the essential and/or desirable criteria for the post.

It is essential that you fully describe in the application form how you meet each of the criteria sought. Please provide detailed information against each requirement, providing dates and ensuring that where requirements are time-bound (eg 1 year within the last 5 years) you provide detail and dates that fully satisfy the requirement. It is not

appropriate to simply list the various posts that you have held. Assumptions will not be made from the title of your post.

5. SPECIFICATION OF THE POST

The major responsibilities of the person appointed will be to:

- a. teach Year 8 Science, Biology to Key Stage 3, GCSE, AS and A2 Level as required, according to the school's curriculum and timetable;
- b. contribute to the organisational and developmental work of the department and to undertake all associated tasks eg assessment, reporting, record keeping, planning and evaluation, attendance at department and parents' meetings;
- c. contribute to the teaching of other subject areas, which may include Learning for Life and Work, ICT, Religious Studies, Careers, Games, etc, as required by the curriculum;
- d. undertake a pastoral role as a Form Teacher, if required;
- e. undertake extra-curricular activities as agreed with the Headmaster;
- f. share in the general supervision duties as undertaken by all members of staff;
- g. undertake any other additional relevant duties as agreed with the Head of Department and/or Headmaster.

6. PROCEDURES FOR APPLICATION

- (a) Suitably qualified teachers who are interested in being considered for this post are asked to complete an application form. **Application forms should be emailed** (in Microsoft Word version) to the Headmaster's Personal Assistant, Mrs Amanda Graham at agraham813@c2kni.net. An acknowledgement will be sent by return of email. The format of the application form should not be altered in any way. Candidates should note that PDF or Apple Pages versions of the application form should not be emailed.

Application forms are available on the school's website (www.sullivanupper.co.uk) or by e-mail agraham813@c2kni.net from Mrs Amanda Graham, Headmaster's PA

The closing date for the receipt of applications is **Monday 30 May 2022 at 12.00 noon** and applications received after 12.00 noon on that date will not be accepted.

- (b) A shortlist of applicants to be interviewed will be drawn up. Shortlisted applicants will be given the opportunity to visit the school.
- (c) Interviews will take place, with **Wednesday 15 June 2022** currently the proposed date. If a second interview is required, the proposed date is Wednesday 22 June 2022. All correspondence in relation to interviews, etc will be via email.
- (d) Candidates who have not been shortlisted will be notified once the interviews have taken place.
- (e) The person to whom the post is to be offered will be informed and when the offer of the post has been formally accepted, all other shortlisted candidates will be informed of the outcome.
- (f) A reserve list for future, similar vacancies will be maintained which will normally be kept open for no longer than twelve months unless there are cogent reasons for extending the period. The Board of Governors reserves the right to appoint an alternate candidate from the reserve list, without re-advertisement, for such future vacancies or if any change in circumstances should mean the successful candidate is unable to take up the post.
- (g) Applicants are referred to the Privacy Policy for Applicants which is available on the school's website at www.sullivanupper.co.uk.

- (h) It is the policy of the Board of Governors that all those eligible for employment will have equal opportunity for employment and promotion in the school, irrespective of gender, including gender reassignment, marital or civil partnership status, having or not having dependants, religious belief or political opinion, race, disability, sexual orientation or age. Selection for employment and promotion will be on the basis of ability, qualifications and aptitude to carry out the duties of the post.
- (i) Interviewees will be required to bring photographic proof of identity ie a passport, driving licence or electoral identity card and an original birth certificate and/or marriage certificate (as appropriate). These should be presented to the designated member of staff immediately prior to interview. **Interviewees should therefore ensure that they arrive at least 15 minutes prior to the scheduled interview time.** Applicants are assured that the recruitment panel is not involved in these identity checks.
- (j) Canvassing of any kind will disqualify.

7. CONDITIONS OF APPOINTMENT

- [a] Sullivan Upper School is fully committed to the implementation of Child Protection procedures as outlined in Department of Education Circulars. Therefore, all applicants should be aware of the following:

Posts involving work in educational institutions are subject to the provisions of the Safeguarding Vulnerable Groups (NI) Order 2007. Appointment to this position is subject to the successful candidate undertaking an enhanced disclosure check through Access NI and to this check being clear of any offences which might affect appointment to this post. This check currently costs **£33** and the successful candidate will be required to pay the school for this service. The appointment will be confirmed upon receipt of a satisfactory Enhanced Disclosure Certificate from AccessNI. (Further information is available from www.accessni.gov.uk or www.deni.gov.uk).

AccessNI has published a Privacy Notice on the Department of Justice website. This can be found at <https://www.justice-ni.gov.uk/publications/ani-privacy>. All signatories are urged to read this and understand the contents, and to note the mailbox for data protection queries.

- [b] As an employer, Sullivan Upper School has a legal responsibility to prevent illegal migrants working in the UK. The applicant's right to work in the UK will be checked before confirmation of appointment.
- [c] Proof of qualifications will be requested before confirmation of appointment.
- [d] Two written, satisfactory references will be sought before confirmation of appointment, one of which must be from the most recent employer.
- [e] Receipt of satisfactory health clearance – upon receipt of the completed Health Declaration Form, the school's Occupational Health Advisor will assess the form, which may require the successful candidate to attend a medical examination.

C J W PEEL
Headmaster

May 2022