



ST ALBANS
SCHOOL



TEACHER OF BIOLOGY (TEMPORARY, PT)
FOR NOVEMBER 2024

THE SCHOOL

St Albans School is a multi-dimensional institution: academic excellence, intellectual development and strong pastoral care lie at the core of an exceptional holistic education, enabling us to identify and nurture each pupil's potential. Our fundamental and unremitting focus on our pupils' wellbeing gives them the self-confidence and self-belief to do, and to give of, their best. Inspirational teaching ensures strong intellectual development whilst outstanding provision and achievements in the wider curriculum enrich each pupil's experience. Our pupils develop important values, qualities and skills, as well as learning an awareness and understanding of the wider world as they determine the contribution they intend to make to it in their adult lives.

We believe that a good education comprises so much more than just academic work and intellectual development. Significant emphasis is placed on wellbeing and pastoral care (organised by section and year group): the warmth and friendliness of the School community is one of its great strengths and distinctive features. The School's vision is *to help each pupil flourish intellectually and personally, developing self-knowledge and self-confidence in order to find meaning and purpose in life*. Further information about the School's motto, ethos, aims, vision and values can be found [here](#).

The School has a fine reputation for academic achievement, for success in university entrance and for achievement thereafter. Distinguished Old Albanian academics include Professor Lord Renfrew, formerly Master of Jesus College, Cambridge; the late Dr John Barber, formerly Vice Provost of King's College, Cambridge; and the late Professor Stephen Hawking. Academic standards are consistently very high: the five-year average of A Levels grades is A* 37%, A*-A 72% and A*-B 91%. At (I)GCSE the five-year grade average is 71% 9-8 grades and 88% 9-7 grades. Further information about examination results can be found [here](#).

However, the School sees examination results as a means to an end rather than an end in themselves and the importance of the learning journey is prioritised. The focus of teaching and learning is to ensure students are educated in the fullest sense so that they may be productive in their communities in the spirit of the School motto (*non nobis nati* – born not for ourselves) and fulfil

their potential. St Albans School students are holistic learners who take responsibility for their own learning and we equip them, via our Learning to Learn (LTL) programme, with the theoretical, practical and creative skills to thrive in any environment and to have well-developed skills of independent learning in order to be able to prosper in higher education and the workplace. Our teachers are subject specialists with a commitment to developing transferable skills as well as excellent subject knowledge; they are innovative and creative in their pedagogical approaches and have high expectations for their pupils. Support and training are provided by the Teaching and Learning Team who aim to develop and extend the professional community within and beyond the School.

All teachers are provided with a School laptop with wi-fi connectivity to smart boards in classrooms. The School's BYOD scheme for Third Form (Year 9) pupils and above is now in its fifth year. Whilst teaching and learning is not exclusively undertaken via digital means, teachers deploy a wide range of digital strategies and all classes utilise Microsoft Teams and OneNote notebooks.

The co-curriculum plays a vital role in developing values, skills and qualities in preparation for adult life: drama, music, sport, CCF and the Duke of Edinburgh's Award Scheme are all thriving as is our extensive partnership scheme with local state-maintained schools.

The vast majority of our leavers are successful in securing places on competitive courses at Russell Group universities. The most popular destinations in recent years have been Bath, Bristol, Birmingham, Cambridge, Durham, Exeter, Leeds, Manchester, Nottingham, Oxford, Warwick and York.

St Albans School is among the most ancient educational foundations in the world and can trace its history back to its foundation in 948AD. After the dissolution of the monasteries, the School's activities were temporarily suspended before its re-founding in 1570. This was made possible by Queen Elizabeth I's grant of the wine licences for the borough of St Albans to Sir Nicholas Bacon, Lord Verulam and Lord Keeper of the Great Seal, who used the income to pay the annual salary of the Master of the School. For 300 years the School flourished in the Lady Chapel of the Abbey, until in 1870 it moved to occupy the Great Gateway of the Abbey and the beautiful adjacent site overlooking the remains of the Roman City of Verulamium. The School has not, therefore, been a Church Foundation since the Reformation, but its historical links with the Abbey have naturally helped to shape its character, and the School still meets for Assembly in the Abbey twice a week.

The School was, for much of the twentieth century, a

Direct Grant school, but is now fully independent. The current Headmaster, like his recent predecessors, is a member of the Headmasters' and Headmistresses' Conference (HMC). The present school roll is c.900 with a Sixth Form of about 330, and the teaching staff numbers some 110.

There has been a great deal of investment in buildings and facilities over recent years. In 2002 the School opened extensive new sports grounds, Woollams, on a 70-acre site on the northern outskirts of the city: the School uses some 45 acres and the Old Albanian Sports Association is the tenant of the remainder. The School competes at a very high level in all the major sports and in cross country has a national reputation. The School owns a well-equipped Field Study Centre, Pen Arthur, in the Brecon Beacons.

The latest additions to the School campus include a new Sports Centre (with swimming pool, sports hall, fitness centre, dance studio and climbing wall) and the purchase of a large building (Aquis Court) on an adjoining site which has been converted into a superb Art School, Sixth Form Centre and a suite of classrooms. The Hall has recently undergone the first phase of a major refurbishment programme, the main feature of which was the construction of a new Music School which was opened in May 2018. The Corfield Building, an outstanding £6.5m facility for Mathematics (on the Upper Ground and First Floors) and the CCF (on the Lower Ground Floor, opened in January 2020.

The classrooms vacated by Mathematics have been converted into new facilities for Computer Science (opened in 2020) and additional Science laboratories (2021). There is a rolling programme of refurbishment of academic departments: the vast majority of classrooms and laboratories have been revamped in recent years.

The School received the highest-possible gradings in its most recent inspection report (November 2022): the quality of the pupils' academic and other achievements and the quality of the pupils' personal development were both deemed to be 'excellent'. Further information and a copy of the inspection report can be viewed [here](#).

The School is heavily oversubscribed at all levels of entry. The main ages of entry are ages 11 and 13 for boys, and girls and boys are admitted into the Sixth Form. Scholarships are offered at all ages of entry, and the School is able to provide assistance to some families, in cases of proven need, from its own bursary fund. Entry at 11+ and 13+ is by competitive examination and interview. Many 13+ joiners secure their place through 12+ assessments in the Summer Term of Year 7. Entry into the Sixth Form is by interview and conditional upon GCSE results.

St Albans is a beautiful Cathedral city, with a lively cultural life, surrounded by countryside but only 20 minutes from London by train, with easy access to motorways and airports. It is a relatively affluent area on the edge of a densely populated conurbation with areas of affordable property within easy travelling distance.



THE BIOLOGY DEPARTMENT

The Department consists of seven Biology teachers (four full-time and three part-time) and two full-time technicians. Some lessons are also taught by other members of the Science Faculty with relevant academic experience. We occupy the top floor of the Hawking Building with Physics and Chemistry on separate floors and all three Science Departments work closely together, with regular Faculty meetings.

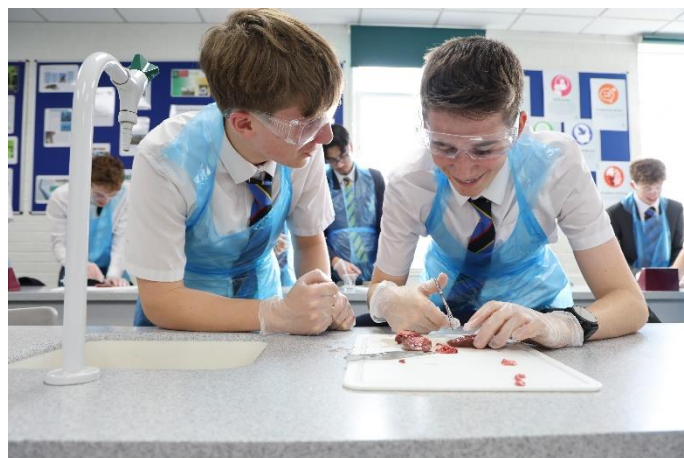
In the first two years (Y7 and 8), boys follow an Integrated KS3 Science course. The KS4 curriculum is taught over three years, with all students taking three separate science IGCSEs (Edexcel) in the Fifth Form (Y11). Approximately 40 to 50 students go on to study A Level Biology taught in up to four sets; we are very happy to follow the OCR A Specification at A Level, providing an up-to-date and very practical approach to the subject. Details of public exam results can be found on the School website and have been very good for many years.

We are well resourced, with five modern and well-equipped laboratories, each with a multimedia data projector, and three prep rooms. Each lab is equipped to satisfy the high demand for practical work within the Department. There is also a resources room that is used by all three departments of the Science Faculty. The Biology Office has communal cupboards, filing cabinets, laminator, paper-cutter and combined printer, scanner and photocopier. There is desk space for all members of the Department, each of whom is provided with their own laptop computer and shelving.

Named after one of our most illustrious former pupils, the Stephen Hawking Society organises regular outside visitors to talk to Sixth Form students. We are fortunate to attract high quality speakers who give our students an insight into the study and application of science in the wider world. Each year we enter students into the UK Biology Competitions, the Biology Olympiad and Biology Challenge with great success. When possible, students go on several trips throughout the year, including a Field Studies Centre trip to complete ecology fieldwork and a Subject Conference for members of the Upper Sixth. Additionally, the Department runs voluntary stretch and challenge trips for students, which have seen us travel to places such as the Natural History Museum in London and Rothamsted Research in Harpenden to encourage a love of Biology beyond the constraints of the syllabus. Science, STEM and dissection clubs, and subscription to Biological Sciences magazine for all A Level students augment the taught curriculum with opportunities for students to explore science more widely.

The Department is full of enthusiasm and passion for the subject of Biology and driven to delivering the best

learning experience for students. Both the curriculum and professional development are high on its agenda and it is very supportive of all staff; strengths and interests are developed and used, and innovations encouraged.



PART-TIME TEACHER OF BIOLOGY

The vacancy arises from the need to cover a maternity leave. This is a part-time, temporary position from November 2024 (starting date to be agreed with the successful candidate) and anticipated to be needed until June 2025. Depending on the School's future staffing needs, employment beyond the summer of 2025 may be possible.

The successful candidate will be an enthusiastic and well-qualified Biologist, able to teach from KS3 to A Level and help prepare students for entry to university.

Essential qualities, skills and experience

- An excellent classroom practitioner (or with the potential to become one) with a genuine passion for Biology, able to lead by example and inspire pupils across the whole age range.
- A good degree in Biology or a closely-related discipline.
- Commitment to achieving the highest academic standards and ensuring all pupils reach their full potential.
- Desire to stretch the ablest pupils through extension lessons and support the less scientifically gifted through clinics and revision lessons.
- Willingness to work both independently and as part of a friendly and supportive team.
- Outgoing and positive in personality with a 'can-do' mindset and the enthusiasm and gravitas to be an outstanding ambassador for the School.
- Approachable and measured in manner with the ability to set high standards in the classroom whilst forming strong working relationships with pupils, colleagues and parents.
- Willingness to consider and reflect on teaching methods.
- Commitment to continuing professional development.
- Organisation, discretion, resilience, flexibility and attention to detail.
- Excellent skills in oral and written communication.
- Willingness to contribute to the School's extensive co-curricular programme.
- Confident proficiency with using Microsoft Office, especially Outlook, Word and Excel. Training will be provided on the School's Management Information System, VLE and Microsoft Teams and OneNote, if required.

Desirable qualities, skills and experience

- Post-graduate academic and / or teaching qualifications (e.g. PGCE).
- A successful track record of A Level and GCSE teaching.

Safeguarding Children

The appointee's responsibility for promoting and safeguarding the welfare of children and young persons for whom they come into contact will be to adhere to and ensure compliance with the School's Safeguarding Policy and procedures at all times. If in the course of carrying out the duties of the post the appointee becomes aware of any actual or potential risk to the safety or welfare of children in the School, they must report any concerns to the Headmaster or Designated Safeguarding Lead (DSL).



FURTHER INFORMATION

The vacancy is for a temporary, part-time (c. 0.5 FTE) teacher with teaching on at least three days per week.

The School has its own salary structure based on, but substantially above, national scales and a wide range of opportunities for advancement beyond the basic incremental spine. The School provides statutory induction for ECTs and will assist graduate entrants to the profession to gain QT status.

St Albans School is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant skills and abilities. The School recognises the benefits of having a diverse community of staff and pupils who value one another and the different contributions everyone can make. All policies and practices conform to the principle of equal opportunities including recruitment, selection, training, promotion and career development. Staff are selected according to their suitability for the post, irrespective of background or protected characteristic.

A relocation package including a mortgage subsidy scheme and/or short-term single bed-sit accommodation may be available in appropriate cases.

Full-time staff receive a remission of two-thirds of school fees for children educated at the School. This provision is subject to the availability of places and to the satisfying of the School's usual entry criteria.

The School has a reciprocal fee remission agreement with St Albans High School for Girls whereby daughters of members of St Albans School staff receive a 30% remission for five years from Year 7, subject to the availability of places and to the satisfying of the High School's usual entry criteria.

The successful candidate will be auto-enrolled into the contributory pension scheme operated by the Teachers' Pensions, if not already a member. However, the School offers a flexible choice of pensions arrangements including the Teachers' Pension Scheme, a Defined Contribution Scheme and a non-pensionable cash model.

St Albans School offers many other non-contractual benefits including free onsite parking, free lunches during term time and free use of the onsite leisure facilities which include a swimming pool and gym. The School's Salary Extras online platform gives access to a range of lifestyle benefits and discounts as well as support and guidance with financial matters, health and wellbeing. There is a generous annual budget for staff training and development.

St Albans School is committed to safeguarding young people and promoting the welfare of children. Applicants must be willing to undergo child protection screening and safer recruitment checks appropriate to the post, including checks with past employers and the Disclosure and Barring Service. All positions within the School are exempt from the provisions of the Rehabilitation of Offenders Act 1974.

Applications should be submitted no later than **noon on Tuesday 10 September 2024** using the form available at www.st-albans.herts.sch.uk/information/vacancies/.

A CV and a covering letter can be attached to this form. The School reserves the right to make an appointment before the closing date, so early applications are encouraged.

