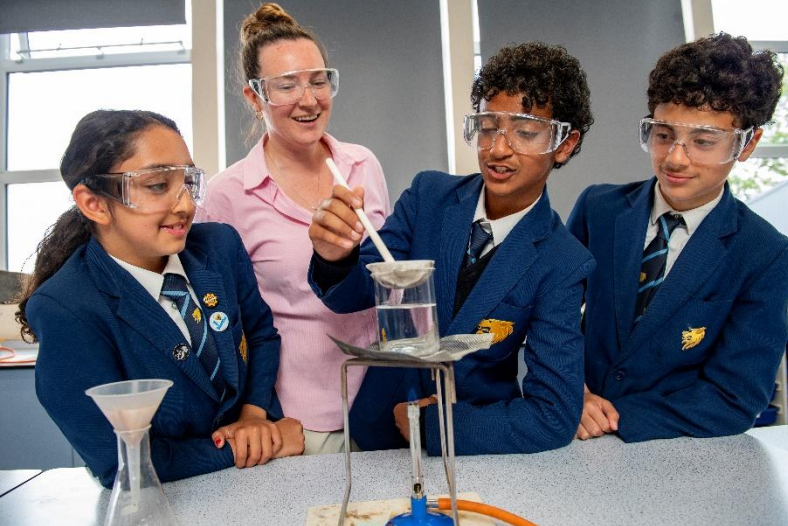




William Hulme's Grammar School

The best in everyone™

Part of United Learning



Candidate Pack

Teacher of Science (Biology)

(Full Time, Fixed Term contract to cover a maternity leave)

Closing Date:

Sunday 27 September 2026 at 11.59 pm

Interviews:

W/c Monday 28 September 2026

Start Date:

December 2026 or January 2027



United Learning
The best in everyone™



Overview of the Role

William Hulme's Grammar School (WHGS) is seeking to appoint a passionate and ambitious Teacher of Science to join our successful secondary team from December 2026 or January 2027. This is a full-time, fixed term contract and represents an exciting opportunity to teach Science and Biology in a school where the subject is highly valued, academically rigorous and genuinely popular with students.

The successful candidate will have the opportunity to teach across the secondary phase, including GCSE and A Level Biology, as well as BTEC Applied Science and BTEC Health and Social Care, for the right applicant. We are looking for a teacher who can inspire students through thoughtful, challenging and engaging lessons in science, and who is excited by helping young people explore and challenge their understanding. Students at WHGS are curious, ambitious and eager to debate ideas, making the classroom a stimulating and rewarding place to teach.

This position would suit an enthusiastic teacher at the start of their career as well as a more experienced practitioner. For those new to the profession, WHGS offers a supportive and aspirational environment in which to develop strong subject knowledge, refine pedagogy and grow in confidence as a classroom practitioner. We are proud of a school culture that values professional learning and collaboration, and that encourages staff to aim high, both for themselves and for their students.

If you are excited by the prospect of inspiring students and developing your teaching in a school that values scholarship, curiosity and ambition, we would be delighted to receive your application.

Please note that we reserve the right to close applications early should a suitable candidate be appointed.





Why work for us?

William Hulme's Grammar School is the most over-subscribed school in Manchester and one of the most successful comprehensive schools in the country. WHGS is an all-through (3-18) Academy of over 1600 pupils with a wide range of abilities, ethnicities and backgrounds.

WHGS is part of United Learning, a large, and growing, group of schools aiming to offer a life changing education to children and young people across England. Our subject specialists, our Group-wide intranet, our own curriculum and our online learning portal all help us share knowledge and resources, helping to simplify work processes and manage workloads for an improved work-life balance.

As a part of United Learning, our academy benefits from shared resources, experiences, working practices and CPD opportunities that are second to none. This affords further opportunities for staff to provide a vital contribution in our pursuit to deliver the highest standards of educational excellence.

Our pledge, to all our academy teachers is that by working for us, you will benefit from **more pay, more time and more support**

More pay:

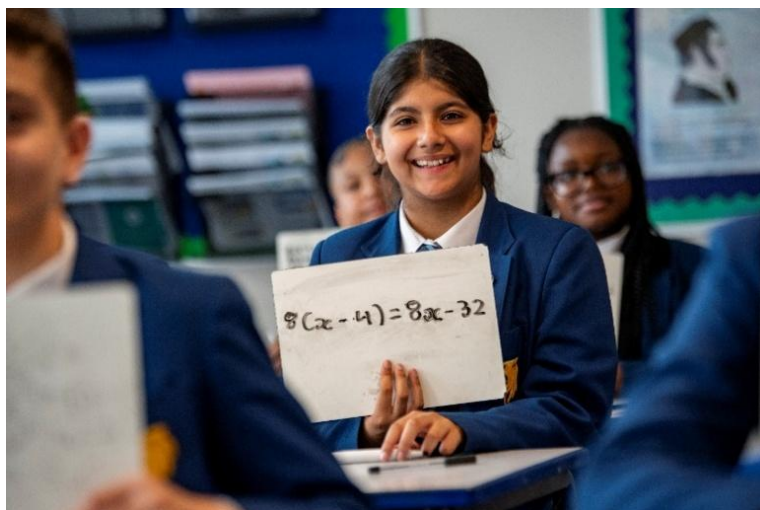
- We pay an average of 5% above national scales – the best rates of pay in the sector.
- Cash towards medical treatment.
- Generous staff discount scheme.

More time:

- Three extra INSET days for planning.
- At least one personal day off a year.

More support:

- Great training for your career.
- Exceptional curriculum resources.
- Expert subject advice.
- Support for your wellbeing.



“Teachers have strong subject expertise. They know the key knowledge that pupils need to learn... The school has effective processes in place to identify and meet the needs of pupils. Pupils with special educational needs and/or disabilities (SEND) are well supported.” Ofsted, 2025





Our Framework for Excellence

United Learning Schools prioritise 5 key principles which represent our approach to education which lead to excellence when exemplified in the right way.



United Learning
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The Best from Everyone

Our aim is to bring out the best in everyone. So, we must expect the best from everyone, all the time. Every child is a special individual, capable of extraordinary things. Who can know the limits of any child's potential? So, we expect unreasonably – we constantly challenge children to do what they think they can't, to persist, to work hard and to be at their best.

From every adult we expect the same: that they are at their best, expect unreasonably of themselves, are determined and resilient and pass those expectations on to the children in all they do. We act with the utmost love, care and good faith – the highest standards come with the greatest attention to the wellbeing of all.

Our most important purpose is to teach young people things they would not learn outside school, which free them to think and act more powerfully in their lives. Words and numbers are our most powerful ways of representing the world. Mastery of language and fluent mathematical skills are therefore our top priority. We aim to prepare young people to make a success of their lives: a core entitlement to subject-based learning; the development of talents; an understanding of work and society.

Worthwhile learning is often hard. Inspiring teaching is what gives access to difficult concepts and the thrill of intellectual discovery. Powerful knowledge is not static or backward-looking. It includes the ability to critique, challenge the status quo, think and learn.

Powerful Knowledge

Education with Character

Academic success is very important. Exam passes are an important aspect of that. But there is more to a good education. Our schools also aim to develop character, compassion and service. Young people are expected to contribute to their school and to society; to try things which they think they cannot do; to persist in the face of difficulty; to become resilient in overcoming obstacles; to manage themselves; to work independently on things which challenge them; to work with others and in teams; to be courageous and caring; to lead.

We want young people to look back on a joyful schooling which has inspired and challenged them, given them wide opportunity and prepared them for the ups and downs of life.

Our children are leaders of the future. We expect them to start today – taking advantage of structured opportunities to lead and taking responsibility for themselves and others. Every adult in the school is a leader. In every word, tone and gesture, they set direction and expectation. We expect every adult to take responsibility and the initiative to do what is right for the children.

All those in formal leadership positions create the climate in which others work. They demand the highest standards, build a performance culture, develop their teams and create the space for others to lead. All leaders listen, grow relationships, act with integrity and care and expect the best from themselves and others in building a happy, confident school.

Leadership in Every Role

Continuous Improvement

However good we are, we can be better. We constantly look for improvements and implement them with pace. We look for ideas for improvement inside the organisation and out; we observe one another; we steal good ideas with pride and look to make them better; we work together to improve.

We always look at the evidence and are rigorous in evaluating impact. We stop or change things which aren't working; we improve things which are. We aim for high leverage: high impact for low effort and low cost. We constantly look to have more impact for less cost and effort and to spend every pound wisely.



Our Mission

Our mission is to establish William Hulme's Grammar School as the most popular and successful state school in the country, preparing our community for the future. We are working closely with parents and the wider community in our bid to achieve this ambitious aim of WHGS being:

- A great place to learn.
- A great place to work.
- A great place to grow and flourish.
- A great place to contribute to the wider community.

Our Values

Ambition Charter

I will:

1. Show **pride** in everything I do.
2. Be **enthusiastic** and say 'yes' to opportunities that come my way.
3. Show **resilience** by adapting to overcome obstacles.
4. Show **determination**, embracing failure and learning from my mistakes.
5. **Challenge** myself and step out of my comfort zone.

Compassion Charter

I will:

1. Be **kind** to everyone, including myself.
2. Be **inclusive**, understand, celebrate and embrace diversity.
3. Show **empathy**, by being open to others' point of view.
4. **Challenge** behaviour that I feel is unkind or morally wrong.
5. Be **generous** and help others within the school and local community.

Respect Charter

I will:

1. **Speak** with respect.
2. Respect the **school environment**.
3. **Behave** with respect.
4. Respect **other students' learning**.
5. Respect **my own learning**.



"The school has the highest expectations of pupils' behaviour. In classrooms, learning takes place uninterrupted. Pupils are engaged in their learning . . . Pupils benefit from highly personalised pastoral care which helps add to their sense of belonging." Ofsted, 2025



JOB DESCRIPTION

Teacher of Science (Biology)

Department:	Science
Reporting to:	Head of Biology
Purpose of Job/Role:	To teach Science to KS3 and KS4

Roles and Responsibilities

1. Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact.
2. Maintenance of discipline and an atmosphere which is conducive to learning during lessons in the Secondary Phase.
3. Plan and deliver engaging Science lessons at KS3–4.
4. Teaching of Science to students in the Secondary Phase in line with the schemes of work and subject specifications as adopted within the department.
5. Maintain up-to-date subject knowledge and respond to national curriculum and assessment developments.
6. Setting of homework tasks in line with the homework timetable as prescribed by the Principal or Head of School.
7. Marking of pupils' work. Implementing Assessment for Learning strategies in line with the school's policy and adding to the department's implementation of the Assessing Pupil Progress initiative.
8. Keeping records of the standard achieved by pupils in their work and using those records and other available data to set targets for pupils.
9. Grading of pupils and writing of reports on pupils and to provide next steps to encourage student development and progression.
10. Attendance at parents' evenings and meeting with parents.
11. Completion of all necessary risk assessments in line with the school's health and safety policy.
12. Keeping up to date with developments in the subject.
13. Attendance at relevant courses to develop skills and knowledge appropriate to the teaching of the subject.
14. Attendance at meetings as required by the Subject Leader, Head of Faculty and Leadership Team.
15. Attendance at (and contribution to) assemblies.
16. Supervisory duties during break and/or lunchtime.
17. Playing a part in the extra-curricular life of the school.
18. Attendance at Open Evening events and to speak to parents and prospective pupils.
19. Taking part in cross-curricular activities and initiatives.



Other Duties

1. Support the aims and ethos of the school.
2. Support the implementation of school policies and procedures.
3. Be proactive in matters relating to health and safety and child protection and safeguarding including the completion of EduCare courses as required.
4. Set a good example in terms of dress, punctuality and attendance.
5. To work as part of the team, liaising, advising and consulting where appropriate.
6. Attend relevant Team/Departmental, Staff Meetings and Inset as required.
7. To participate in the school's PDR process.
8. To identify personal training needs and to attend appropriate internal and external in-service training.
9. To carry out Duties as part of the Duty Rota.
10. To assist at school functions and with extra-curricular activities.
11. To perform such other duties as may be required by the Principal or Senior Leadership Team.
12. To carry out all other reasonable duties in line with this position as requested by the Principal or Head of School.

Job Description Review

This job description will be reviewed as and when necessary, in accordance with the needs of the academy.

Date of Last Review: September 2026

Reviewed by: T H Copestake, Head of School (Secondary)



PERSON SPECIFICATION

Teacher of Science (Biology)

Requirement	Essential/ Desirable	Method of Assessment
Qualifications		
A good honours degree in Science or related subject	E	Application Form Certificate Check
A postgraduate teaching qualification	E	
Experience		
Either teaching practice during qualification or previous employment at 11-16 or 11-18 school	E	Application Form
Experience of teaching GCSE	D	
Experience of organising and running extra-curricular activities	D	
Knowledge and Skills		
Detailed knowledge of Science Curricula	E	Application Form Interview Process References
Awareness of National Curriculum requirements at KS3 and GCSE	E	
Highly skilled classroom practitioner, able to deliver a variety of teaching strategies	E	
A strong enthusiasm for Science	E	
Detailed knowledge of Biology	D	
The ability to support pupils with SEND	E	
Excellent lesson planning	E	
Effective behaviour management and motivation	E	
The ability to work easily with colleagues and to function as part of a team	E	
ICT competent, in particular interactive whiteboards. Interest in developing new ICT based learning tools for use within the department	D	
Personal Competencies and Qualities		
A readiness to become fully involved in the life of the whole 3-18 school, sharing the values of the school and United Learning	E	Interview Process References
Well organised and willingness to organise extra-curricular activities both in and outside of the department	E	
Good inter-personal skills when dealing with pupils, parents, staff and the wider community	E	
An ability to combine rigour and high expectations with personal tact and discretion	E	
Understand and respect the importance of diverse cultures and faiths within the school, with a commitment to equal opportunities	E	



Requirement	Essential/ Desirable	Method of Assessment
The ability to form and maintain appropriate relationships and boundaries with young people	E	
Eagerness to try out new ideas and initiatives, both within and beyond the curriculum	E	
Able to show innovation and flexibility	D	
Motivation and Expectations		
To be up to date with current thinking in education	E	Interview Process
To have a keen desire to develop a career looking towards further promotion	D	
Eagerness to participate in extra- curricular activities, trips and such like	E	



TERMS AND CONDITIONS

Teacher of Science (Biology)

The Teacher of Science will work under the direction of the Head of Department at the school's premises on Spring Bridge Road.

Hours of Work

This is a full-time, fixed term contract (37.5 hours per week, excluding lunches).

Salary

Salary will be paid in accordance with the United Learning Teachers' Pay Scale from £36,400 to £53,040 per annum FTE, depending on previous years' experience.

Pension

The Teacher of Science will be enrolled automatically into the Teachers' Pension Scheme (TPS).

Rewards and Benefits

- We offer a variety of staff benefits including gym, cycle and car lease schemes. You will also have access to an Employee Assistance Programme which provides independent, confidential advice 24 hours a day. Details of the full suite of benefits can be found on the Rewards and Benefits section on the United Hub.
- Following completion of six months' service with United Learning, you will be enrolled into the Westfield Health Cash Plan which enables you to claim money back towards the cost of essential healthcare, such as trips to the optician, dentist or physiotherapist, and access to an online GP. The Westfield platform also offers a range of discounts including, retail and entertainment discounts.

Preconditions including Disclosure of Criminal Background

Any offer of employment will be subject to satisfactory outcomes of:

- Confirmation of suitability to work with children (Enhanced DBS check)
- Two professional references
- Proof of identity and eligibility to work in the UK
- An overseas check, if applicable
- Confirmation of your qualifications
- Prohibition Order Check
- Prohibition from Management check (if applicable)
- Completion of a Disqualification declaration
- Pre-employment Medical Check



Key Benefits Summary

An overview of the benefits available to colleagues in Academy schools on **United Learning contracts**:



Westfield Health, Health Cash Plan

Available after 6 months' service. Money back on essential health care, inc. opticians, dentists, flu vaccinations, physiotherapists. Annual limits apply, also available for dependent children up to the age of 22. Staff can upgrade to increase cover or add additional adults once per year.



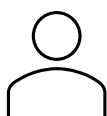
Doctor Line

Available after 6 months' service. Round the clock advice from a GP from any location in the world via phone and video appointments.



Westfield Rewards

Available and free for all staff. Get discounts and rewards from hundreds of leading retailers, restaurants and destinations. Choose from one-off vouchers, reloadable discount cards or receive cashback.



Employee Assistance Programme

Available and free for all staff. Confidential and independent helpline for up to 6 structured sessions, available 24/7/365. Covers stress, depression, medical advice, legal advice, financial worries, bereavement, family difficulties and many more.



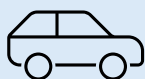
Flu Vaccines

Available to all staff. If you are a member of the Health Cash Plan the cost of the vaccine can be claimed via the system. If you are not a part of this scheme please check with your HR lead.



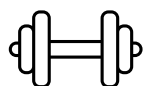
Cyclescheme Salary Sacrifice

Available to all staff, as long as they have at least a 12-month employment contract. Deductions taken from monthly salary so would be subject to National Minimum Wage checks



Car Lease Salary Sacrifice

Available to all staff, as long as they have at least a 12-month employment contract. Deductions taken from monthly salary so would be subject to National Minimum Wage checks



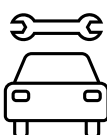
Gym Membership (Gymflex)

Available to all staff. Allows you to spread the cost of an annual gym membership over a year through payroll deductions



Will Writing

All staff are offered a completely free basic will through The Life Cover People.



RAC Discount

Available to all staff. United Learning have partnered with RAC Vehicle Benefits to provide a substantially discounted offer for vehicle Breakdown Cover. Cover can be purchased directly from Vehicle Benefits for up to four vehicles.

You will be provided with more information on all of these benefits during your induction to United Learning. For any specific information please liaise with your HR contact.



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How to Apply

Please apply through the William Hulme's Grammar School website:

<https://www.whgs-academy.org/work-for-us/vacancies>

United Learning is an equal opportunities employer. We are working hard to become a more diverse organisation – which is key to our commitment to bringing out the best in everyone. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates, who are currently under-represented in the Group as a whole.

We always appoint on merit. We are open to discussing flexible working options.

The school is fully committed to the safeguarding of children and all staff will be subject to an enhanced DBS disclosure and full child protection/safeguarding training. The school's Safeguarding Policy can be found here:

[Safeguarding Children and Child Protection Policy](#)



“Pupils thrive in this diverse and welcoming school. Pupils feel a true sense of belonging to this special community. Individuals are valued and nurtured. Differences are celebrated.”
Ofsted, 2025

