



# Teacher of Biology (Maternity Cover) Queen Mary's High School

Fixed-Term Maternity Cover, Full-Time  
Required September 2026 to October 2027  
MPS / UPS as appropriate

## APPLICATION PACK

Queen Mary's High School  
Upper Forster Street  
Walsall  
West Midlands  
WS4 2AE

**Telephone:** 01922 721013  
**Website:** [www.qmhs.org.uk](http://www.qmhs.org.uk)  
**Email:** [qmarys@qmhs.merciantrust.org.uk](mailto:qmarys@qmhs.merciantrust.org.uk)  
**Headteacher:** Mrs N Daniel  
**Chair of Governors:** Mr T Normanton

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# WELCOME TO QUEEN MARY'S HIGH SCHOOL

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May 2026

Dear applicant,

**RE: Vacancy for the role of Teacher of Biology (Maternity Cover)**

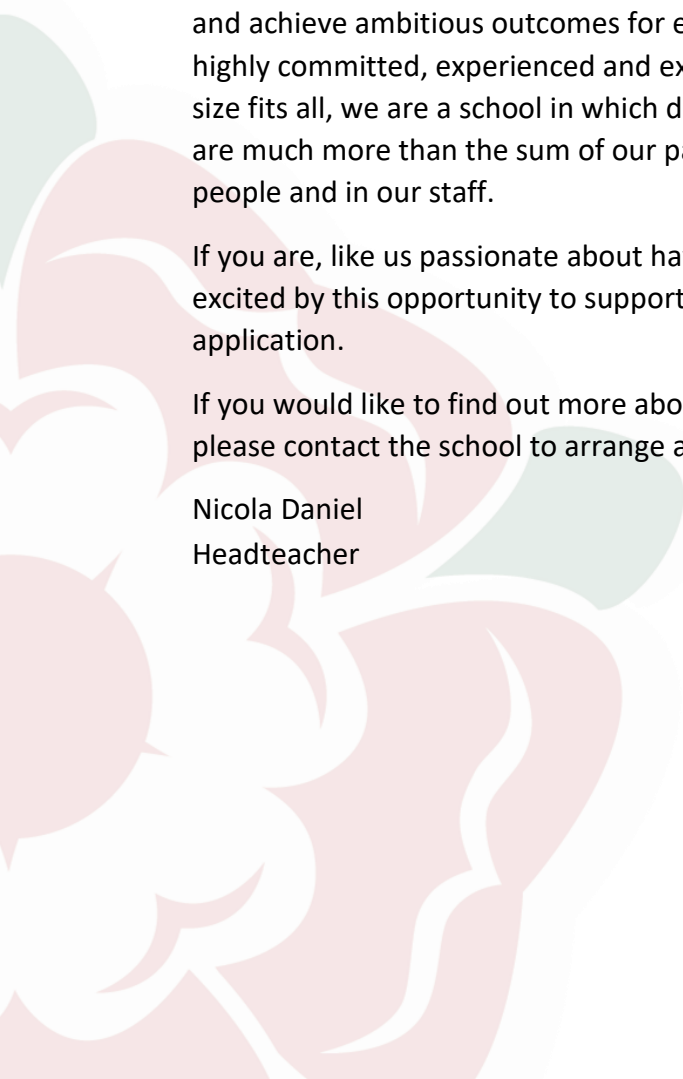
I would like to thank you for taking the time to find out more about this role at Queen Mary's High School. We are a school community passionate about learning and in cultivating an exceptional educational environment in which our young people are enabled to be the very best version of themselves. Our school community is one in which our students are expertly equipped with not only knowledge and understanding but the skills, the attributes and expertise to achieve their ambitions, to fully realise their potential and to enjoy learning. Our ethos and values are demonstrated by the endeavour of all in our school community, who work together to ensure the highest standards of academic achievement, and to provide excellent pastoral care that supports, nurtures and empowers our students in achieving this excellence.

We are seeking to appoint an enthusiastic Teacher of Biology, who has a passion for their subject and will motivate and inspire our exceptional students. The successful applicant will teach Biology to KS5 and be able to teach general science to KS3. The successful applicant will become part of a collaborative and supportive staff body, who share a vision to realise and achieve ambitious outcomes for every individual in our school. You will be joining a highly committed, experienced and expert pastoral team. We are not a school where one size fits all, we are a school in which diversity thrives, is encouraged and is celebrated. We are much more than the sum of our parts, growing exceptional talent in both our young people and in our staff.

If you are, like us passionate about having a positive impact on young people's lives, and excited by this opportunity to support exceptional young people, we warmly welcome your application.

If you would like to find out more about us and see how wonderful a place to work this is, please contact the school to arrange a visit. I very much look forward to hearing from you.

Nicola Daniel  
Headteacher



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## ABOUT US


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Queen Mary's High School is built upon a well-established history of success, shaping exceptional young people for young adulthood. We are an academically selective, 11-18 girls' grammar school, co-educational in our sixth form provision. We have approximately 950 students on roll.

Since the school's successful bid for funding from the Selective Schools Expansion Fund (SSEF), it has been able to increase its PAN and to engage in outreach to the local community with the aim of increasing the number of local disadvantaged children being admitted to the school. This, together with the inclusion of a lower qualifying score for disadvantaged local children, has resulted in the average percentage of disadvantaged students admitted to the school in Years 7-9 being 29% with the aim of this rising to over 30% for the whole school over time.

Located in the heart of Walsall, Queen Mary's High School has been educating young women since it was founded in 1893. We are a busy, friendly and energetic school with a distinctive family-oriented ethos, a positive culture and an ambition for success. We draw our students from a wide area including Walsall, Birmingham, Wolverhampton, Sandwell and Staffordshire.

Our aim is to enable each student to achieve excellence in all aspects of their life. In order to achieve this, we seek to:

- Provide opportunities for each student to achieve the highest possible standards
  - Inspire a love of learning for its own sake
  - Foster self-esteem and sensitivity to the needs of others
  - Develop an appreciation of our cultural heritage
  - Equip each student to take a responsible place in society
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# THE TRUST

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The Mercian Trust's name is both rooted in history and indicative of a geographical identity and ambition.

It was in Mercia that St Chad established an association of small monasteries which fostered unity through bonds of kinship. The Trust intends, a thousand years later, to adopt the same spirit of kinship in our approach to a Multi-Academy Trust. The Trust recognises the unique history and achievements of constituent schools and academies that are part of the Mercian family.


The Mercian Trust is a unique multi academy trust based in Walsall and Sandwell with selective grammar schools, 11- 16 and 11-18 comprehensive schools, a Studio School and The Ladder school, an Alternative Provision Free School.

Together our mantra is 'Life to the full in pursuit of what is good, right and true'.

We define this as equipping students to:

- Fulfil their potential
- Thrive in the world of work (when they leave our schools and sixth forms)
- Make a positive contribution to their families and the local, national and international community.

The Mercian Trust is comprised of:

- Aldridge School
  - New Leaf School
  - Oakwood School
  - Queen Mary's Grammar School
  - **Queen Mary's High School**
  - Q3 Academy Great Barr
  - Q3 Academy Langley
  - Q3 Academy Tipton
  - Rushall Primary School
  - Shire Oak Academy
  - The Ladder School
  - Walsall Studio School
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# BIOLOGY AT QMHS

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Queen Mary's High School is proud of its students, whose intellectual curiosity, commitment to learning and aspiration to succeed create a highly positive environment for both teaching and learning. Students are motivated, reflective and eager to be challenged, making QMHS a rewarding setting for an enthusiastic Biology teacher who values both academic rigour and responsive teaching.

The Biology Department is a high performing, well-established and forward-thinking part of the wider Science faculty. The department places strong emphasis on high expectations, subject expertise, and inclusive excellence, ensuring that all students are supported to achieve their full potential. Biology teaching is underpinned by strong curriculum thinking, evidence-informed pedagogy and a commitment to continual reflection and improvement.

## Department Ethos and Aims

The Biology department aims to:

- Maintain consistently high academic standards through carefully sequenced and knowledge rich curricula.
- Provide a wide range of high-quality learning experiences, including practical work, disciplinary thinking and opportunities for independent study.
- Develop students who are curious, resilient, analytical and increasingly independent learners, with a secure understanding of biological concepts and scientific methods.
- Promote equity and inclusive practice, ensuring all students can access, engage with and succeed in Biology.
- Contribute fully to the wider school aims and values, including academic excellence, enrichment and personal development.

The department works collaboratively to ensure consistency across classes, while valuing professional dialogue and individual teacher expertise.

## Staffing and Support

The Biology Department is staffed by five committed specialist Biology teachers and operates as part of a larger and highly collegiate Science Faculty of ten teaching staff. The department benefits from the support of two experienced laboratory technicians, who play a key role in facilitating practical work and supporting safe, effective laboratory practice.

## Teaching Environment

Teaching takes place across a suite of seven science laboratories and two classrooms, all equipped with interactive presentation facilities including smartboards and visualisers. Teachers also have access to ICT workrooms and laptops, bookable via a whole school system, as well as a dedicated science staff workroom with shared resources and networked printers to support collaborative planning and preparation.

The department values well-resourced practical work and purposeful use of technology to enhance learning.

### **Curriculum Overview**

#### **Key Stage 3 (Years 7 and 8)**

Biology is taught within a coordinated science programme in mixed ability classes of approximately 30 students. Students receive six lessons per fortnight, following carefully planned schemes of work that develop foundational biological knowledge, scientific enquiry skills and confidence in practical work. A range of digital and physical resources supports teaching, including access to established online learning platforms.

#### **Key Stage 4 (Years 9–11)**

From Year 9, Biology is taught as a discrete science by subject specialists to all students, in mixed ability groups of approximately 30. There are currently five classes per year group. Students follow the Edexcel GCSE Biology (9–1) specification, with assessment through terminal examinations at the end of Year 11 alongside required practical activities. Lesson allocation increases through Key Stage 4 to ensure depth, coverage and exam readiness.

#### **Key Stage 5 (Years 12 and 13)**

Biology is a popular and successful subject at Advanced Level, with a consistently high uptake. Students follow the OCR A Biology specification, with teaching delivered by teams of specialist staff. Each class receives 11 lessons per fortnight, supporting both conceptual understanding and advanced practical skills. Assessment consists of three terminal examinations at the end of Year 13 and a practical endorsement. The department places strong emphasis on preparing students for university study and STEM related pathways.



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# THE ROLE: TEACHER OF BIOLOGY

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As a Teacher of Biology, you will carry out duties in line with the conditions of employment as set out in the current School Teacher's Pay and Conditions document, and the Mercian Trust's policies and procedures.

## **Job Purpose**

- To secure high quality teaching and learning, the effective use of resources and high standards of achievement for all the students directly taught;
- All teaching staff are expected to meet the requirements of the Teachers' Standards, these encapsulate the role of a teacher at Queen Mary's High School.

## **Teaching and Learning**

- Having regard to the curriculum for the school, plan and teach challenging, well organised lessons and sequences of lessons, informed by secure subject knowledge;
- Planning and preparing stimulating and interesting courses and lessons for pupils across KS3-KS5 for Biology and general science for KS3;
- Teaching, according to their educational needs, the pupils assigned to her/him, including the setting and marking of work to be carried out by the pupils in school and elsewhere;
- A keenness to share in the Queen Marys' High School ethos which aims to support each student as they seek to fulfil their potential through academic excellence and personal development.

## **General**

- Adhere to the policies of the school and The Mercian Trust, as published and amended from time to time, in particular, policies relating to the safeguarding of children.
- Work towards and support the school vision and the current school objectives outlined in the School Development Plan.
- Contribute to the school's programme of co-curricular activities.
- Work within the school's health and safety policy to ensure a safe working environment for staff, students and visitors.
- Work within The Mercian Trust's Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.

## **Review and Amendment**

This job description should be seen as enabling rather than restrictive and will be subject to regular review. The Headteacher may ask you to undertake any additional responsibilities that may be deemed reasonable.

## PERSON SPECIFICATION

EDUCATION AND QUALIFICATIONS	ESSENTIAL	DESIRABLE	EVIDENCE
Honours Degree or Equivalent in an appropriate subject	✓		Application/ Certificate
QTS		✓	Application/ Certificate
Hold or be working towards a professional teaching qualification in secondary education	✓		Application/ Interview

KNOWLEDGE, SKILLS AND EXPERIENCE	ESSENTIAL	DESIRABLE	EVIDENCE
A well-qualified Biology graduate		✓	Application/ Interview
Ability to teach Biology to all year groups from Year 7 to 13, and general science to KS3	✓		Application/ Interview
Form Tutor experience		✓	Application/ Interview
An awareness of the importance and role of the subject in contributing to the students' wider development	✓		Application/ Interview
Ability to use national and school data in target setting and monitoring		✓	Application/ Interview
Self-motivated hard worker	✓		Interview
Ability to seek and respond to advice positively	✓		Application/ Interview
Ability to work under pressure and to challenging deadlines	✓		Application/ Interview
Relates well to students, staff and parents	✓		Interview
Successful and innovative teacher	✓		Interview
Effective classroom manager	✓		Interview
Excellent written and oral communication skills	✓		Application/ Interview
Leadership potential		✓	Application/ Interview
Effective inter-personal skills	✓		Application/ Interview
Good organisational skills	✓		Application/ Interview
Ability to communicate effectively with parents, colleagues and pupils in a manner appropriate to each	✓		Application/ Interview
Clear sense of responsibility for their own professional development	✓		Application/ Interview

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<b>VALUES AND ATTRIBUTES</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>EVIDENCE</b>
Believe in an environment that encourages all staff and students to give of their best	✓		Interview/ reference
Commitment to safeguarding and promoting welfare of students	✓		Interview/ reference
Commitment to home school partnership	✓		Interview/ reference
Commitment to the School's role in the wider community	✓		Interview/ reference
Commitment to continuing professional development and collaboration	✓		Interview/ reference
Commitment to high standards of academic excellence and student behaviour	✓		Interview/ reference
Commitment to caring for the individual	✓		Interview/ reference



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## SAFEGUARDING AND SAFER RECRUITMENT

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- Queen Mary's High School is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act and expects all staff and volunteers to share this commitment.
- You are required to:
  - Uphold the school's policy in respect of child protection and safeguarding matters.
  - Have commitment to the school's equality policy.
  - Ensure any extra-curricular activities will be free from partisan, political and religious view (where political issues are discussed, a balanced view is always presented).

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## HEALTH AND SAFETY

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The Law requires employees to:

- Take reasonable care of their own health and safety and that of others who may be affected by what they do at work.
- Co-operate with their employers on health and safety matters.
- Carry out their work and duties in accordance with training and instructions.
- Inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken.

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## OUR OFFER

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- A superb staff team committed to doing their absolute best for all in our school community.
- Support from our Trust central teams and other schools in our Trust to ensure you have the tools to deliver success (our schools are all located close to one another, and we work better when we are working together).
- A wealth of support for your ongoing continuing professional development, including a Trust-wide programme for teachers at all career stages, including an exceptional Early Career Teacher programme drawing on expertise from across the Mercian Trust.
- We offer a range of benefits to support our staff wellbeing including access to the school fitness suite and a cycle to work scheme.
- There is never a dull moment; we never stand still, every day offers new challenges and opportunities within an ambitious, forward-thinking team.

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## KEY INFORMATION – HOW TO APPLY

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<b>Post</b>	Teacher of Biology (Maternity Cover)
<b>Responsible to</b>	Subject Leader of Biology
<b>Contract and Salary</b>	This is a full-time, fixed-term position working Monday to Friday from 1 <sup>st</sup> September 2026 to 31 <sup>st</sup> October 2027. <b>MPS / UPS as appropriate</b>
<b>Closing Date</b>	8am, Monday 18 <sup>th</sup> May 2026
<b>Interview Date</b>	Friday 22 <sup>nd</sup> May 2026
<b>Start Date</b>	1 <sup>st</sup> September 2026
<b>End Date</b>	31 <sup>st</sup> October 2027
<b>How to apply</b>	<p>Complete the Mercian Trust online application form and include a supporting statement / document no longer than 2 sides of A4 outlining:</p> <ul style="list-style-type: none"><li>• How your recent and relevant experience and expertise match the requirements of the role.</li><li>• How the impact you have had in your career / initial teacher training to date is an appropriate foundation for you to undertake this role.</li></ul> <p>Please note, your ability to communicate a wide range of information with appropriate examples and evidence clearly and concisely in your supporting statement will be assessed as part of the shortlisting process.</p> <p>For any other enquiries relating to this role, please contact Miss Tomkinson, PA to the Headteacher, via <a href="mailto:m.tomkinson@qmhs.merciantrust.org.uk">m.tomkinson@qmhs.merciantrust.org.uk</a></p>

