

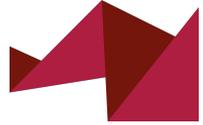


Head of Biology

MPS/UPS + TLR 2b £6,070 p.a.

Permanent from September 1st 2026

Welcome from the Principal



Thank you for showing an interest in working at Alcester Grammar School. AGS is truly a special, unique and outstanding institution that offers a **rich, ambitious curriculum** and a **broad all-round education**, supported by **outstanding pastoral care**. We are looking to appoint a **Head of Biology** who can both convey a real passion for the subject and contribute fully to the [school's wider aims and vision](#). I very much hope that this booklet, in conjunction with our [website](#), will help you to understand both the specific advertised role and the school more widely.



At AGS we know and understand that our staff are key to our success. As Principal, I promise every member of staff appointed to AGS every support I can offer. If you would like to talk through the post prior to application, then please don't hesitate to contact me at r.thorpe@alcestersgs.com. Tours of the school can also be arranged - we would be delighted to show you around.

Thank you again for your interest in the post – please do not hesitate to get in touch.

Rachel Thorpe - Principal

Why work at AGS?

Why do AGS staff generally stay so long and describe the school as the best that they have ever worked in?

- At AGS teachers have the **freedom to teach**. Students have a thirst for learning, they are highly motivated and engaged. Teaching at AGS is **fun and rewarding**.
- A culture of **professional autonomy** and a supportive staff - you join a real '**AGS Family**'.
- We recognise that our staff (like our students) have other commitments away from school and are entitled to a **healthy work-life balance** and we support our staff with family or other commitments wherever possible.
- **High quality bespoke CPD** is provided for all staff - we are committed to supporting professional development.
- We are located in a highly convenient location in South Warwickshire, just over half an hour's drive from Birmingham and easily commutable from Worcester, Stratford, Coventry, Warwick or Cheltenham. It is a **beautiful part of the country** with superb amenities and eminently affordable housing. Anybody joining us is likely to see not just a significant increase in the quality of their professional life, but a commensurate increase in the quality of life outside of school.
- **Free onsite parking, onsite gym and multi-faith prayer room**



Learning at AGS

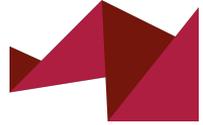
AGS is a unique and special place to learn. We take a holistic view of learning, emphasising the rewards of deep understanding of the subject, instilling a love of learning and its challenges. Our curriculum is knowledge rich, however we are equally committed to the development of specific learning skills, as shown in our definition of an 'Engaged AGS Learner'.

Our vision is to give each of our students the best possible future, and our curriculum is at the heart of this ambition. More information on our KS3 and KS4 curriculum can be found [here](#), whilst details of our 6th Form curriculum can be found [here](#).

At AGS we ask staff as well as students to be 'life-long learners', hence our commitment to bespoke CPD for all staff.



Pastoral at AGS

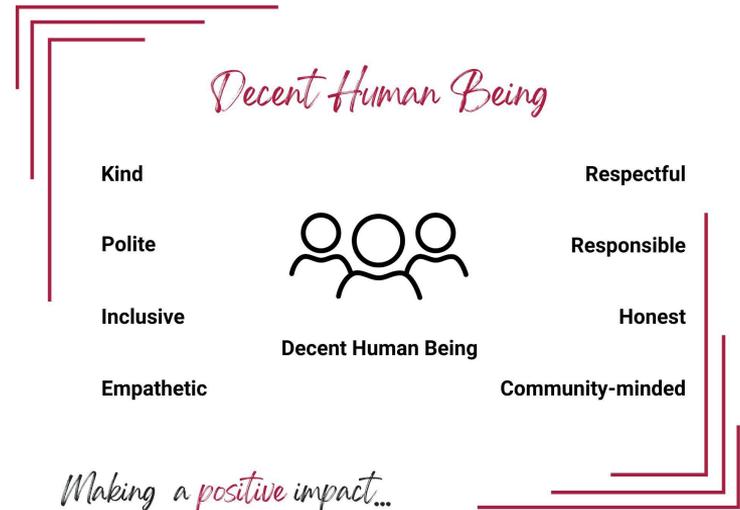


Pastoral care at AGS is second to none. Students are well supported by both the 7-11 and 6th Form Hubs - and all teaching staff play a vital role as a Form Tutor.

A key part of what makes AGS special is our commitment to developing 'DHBs' - Decent Human Beings. As a school we have recently worked to define this, as shown opposite. These traits are the focus of a strong assembly programme, that also aims to link seamlessly with our PSHE, Life Programme in the 6th Form and excellent Careers provision.

At AGS we are a fully inclusive school - Ofsted recently noted that pupils 'treat everyone with courtesy and respect those with different lifestyles and backgrounds. Pupils have a strong understanding of equality, diversity and inclusion. They accept that individuals can be themselves'.

Student voice is important at AGS; the Student Senate meet half termly to feed back to SLT.



Opportunities at AGS



AGS offers a wide variety of extra and super-curricular opportunities beyond the classroom. We believe that all our students should have the opportunity to develop new skills and find different interests and hobbies. Taking part in clubs is also a wonderful way to make new friends and have fun with others who share similar interests.

Students are able to take part in a wide range of sports, music and drama opportunities as well as variety of co-curricular and fun clubs and societies. These are led by staff in their specific field of expertise and/or interest area and a number of clubs are also initiated and run by our students themselves.



As a staff member joining AGS, it is an expectation that you will play a full role in all areas of school life - not just in the classroom. In return you can expect opportunities to travel the world on our significant number of international trips, to work with students in new and creative ways and to share your own passions (often outside your subject area) with our curious and committed students.

The Department



Science continues to go from strength to strength at AGS with 64% of biology GCSE students gaining 7+ grades and 73% of biology A-level students getting A*-B grades last year. The biology department has well-established schemes of work across all year groups and places a strong emphasis on teamwork. The successful applicant will be very well supported throughout their time here both by the team and an SLT link. There is the potential for a significant amount of A level teaching, however all members of the department teach across the full age range.

Year 7 students have three science lessons per week. Biology, physics and chemistry topics are taught by one Science teacher across the course of the year. From year 8, science is taught separately as biology, chemistry and physics by specialist subject teachers. Science is a thriving department within the school. Each area has its own departmental head, and we have a Science co-ordinator who oversees the Y7 programme. There is coordination and sharing of good practice between departments with focus on teaching and learning strategies, health and safety, investigative work, and diversity/inclusion.

There are eleven well-equipped laboratories, with associated preparation rooms ensuring that all science lessons take place within labs. Each subject has its own experienced technician whose work is vital to the effective work of the department. Our wonderful technicians were complemented by Ofsted for their efficiency and dedication.

The Department



Currently in Years 7 and 8 students follow courses covering the Key Stage Three National Curriculum. All pupils have 3 hours of science per week. Class sizes are about thirty. From year 9 however, we feel students are ready for the challenge of the GCSE course. This 3 year approach gives us time to cover the specification in depth as well as provide ample opportunity for practical work which we highly value. At GCSE we follow the AQA Biology course. Almost all pupils take 3 separate science GCSEs and each pupil receives 2 periods (2 hours) and one homework per week in Year 10 and 11. Class sizes average about twenty six.

In the sixth form science continues to be extremely popular and successful. Over half of our sixth form students join us from local schools. We follow the AQA Biology A level course. Many lessons feature practical work to help students learn and understand through exploration. We always strive to make biology relevant and exciting. We encourage pupils to keep up to date with current issues and become rounded, well-informed scientists. We organise a range of visits to local universities and welcome visiting lecturers and have an extensive outreach programme to local schools. We encourage participation in a yearly House biology competition. We strive to develop the potential in all our students and focus on ensuring progress for those with SEND. We always welcome new ideas and initiatives.



Person Specification

It is expected that the successful applicant(s) will be able to fulfil the following criteria:

Qualifications :

- QTS and a good honours degree in a related subject. Please note that QTS is a requirement for this post.

Experience:

- Ability to teach Biology across KS3, KS4 and KS5 and Science at KS3/4

Relationships:

- A commitment to students as individuals
- A sensitive attitude to students of all backgrounds, abilities and ages and the ability to adapt teaching to meet the needs of the most able and those with Special Educational needs
- An ability to create a stimulating and challenging learning environment for students
- A recognition of the importance of partnership with parents
- A supportive and co-operative approach to colleagues

Personal Characteristics

- A commitment to the AGS ethos
- A willingness to continue learning and developing as a teacher
- A reflective approach to their own practice and to the overall performance of the department
- Hard working and adaptable
- Happy to work independently or in collaboration
- Able to carry initiatives through to their conclusion
- Friendly and approachable
- Well organised and able to meet deadlines
- Demonstrate a passion for the subject and an ability to enthuse students of all ages
- A commitment to safeguarding children's well being
- A commitment to playing a part in the wider life of the school

Head of Department



Head of Department Responsibilities:

- Develop, lead and implement policies and practices throughout the school that reflect the school's ethos and commitment to high achievement through effective teaching and learning.
- Produce, maintain and regularly review the departmental Self-Evaluation Form and development plan, including analysis of examination results & achievement data.
- Use performance data to evaluate students' progress and, with appropriate colleagues, set targets or intervention/ improvement for groups of children.
- Use performance data to identify areas of strength/weakness in teaching and take steps to spread good practice/address weaknesses identified with relevant colleagues.
- Motivate and enthuse colleagues and encourage a shared understanding of the contribution the subject can make to all aspects of students' lives and to the wider school vision.
- Carry out the performance management of the team, oversee any delegated responsibility for this and support the professional development of members of the team.



Head of Department



Head of Department Responsibilities continued:

- Hold regular, minuted departmental meetings with a focus on improving teaching & learning
- Support the team in managing student behaviour and setting high standards.
- Monitor the quality of provision within the curriculum area, including sampling students' work, under-taking lesson observations etc. and take appropriate steps to ensure a high standard of provision is in place.
- Ensure schemes of work and appropriate assessments are in place. This will require awareness of current trends in curriculum development, teaching techniques and the evolving demands of external examinations.
- Actively contribute to whole school priorities, curriculum planning and the formulation of the school development plan.
- Monitor the departmental budget and bid for curriculum development innovations.
- Take charge of Health & Safety issues within the Department.
- Liaise with the schools examinations officer to ensure the accurate entry of students for external examinations.
- Liaise with partner schools to ensure pupils' progress between phases is smooth & uninterrupted.
- Oversee the effective running of an exciting extra and super-curricular programme.

Safeguarding and Equal Opportunities



Safeguarding

Alcester Grammar School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

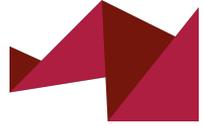


Equal Opportunities

Alcester Grammar School is committed to developing a culture of inclusion in our school for the benefit of all staff, pupils and governors. We believe that all staff should thrive irrespective of race, religious beliefs, disability, gender, gender identity, and sexual orientation. We recognise and respect values and difference and we work to remove any barriers which inhibit the development of people, including recruitment and retention.



How to apply



It is strongly recommended that any interested candidates talk to the Vice Principal before application, to ensure that they fully understand the nature of this role. See the following slide for contact details.

Applications are to be submitted via the My New Term Website by 8 am on Monday 9th March.





Should you have any questions or queries regarding this position, please do not hesitate to contact:

Mr Jeremy Slater - Vice Principal

j.slater@alcestergs.com

01789 762494

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Grammar
School