

'Weaverham High School is a wonderful place to learn' OFSTED 2020



Weaverham High School is a vibrant, thriving and successful school where every member of our community feels valued, safe and supported to ensure they surpass their potential. We celebrate uniqueness and see individuals. We understand that our pupils have hopes and dreams, challenges and barriers and it our privilege to celebrate their worth and their potential. We want every child to enjoy their own journey of discovery, acquire a thirst for knowledge, creativity and imagination and develop a love for their learning. We want pupils to leave our school not just with qualifications showing their academic success, but also with the capacity to think clearly and deeply, a desire to act with integrity and to show kindness and empathy to others, and with the character and leadership experience they need to thrive in the world.

Our staff work tirelessly to ensure individual barriers are overcome and pupils are challenged and supported in equal measure.

We nurture talent, ability and ambition with energy, creativity, determination, relentless kindness and high expectations.

"Be the best version of you"



The Governors of Weaverham High School are looking to appoint Head of Biology to start September 2026.

Start date: 1st September 2026, Permanent Post

Salary: Pay scale (Main Pay to Upper Pay Scale) and TLR2A payment £3526.00 per year

For further information email jobs@weaverhamhighschool.com
or see school website www.weaverhamhighschool.com

To Apply please complete the school application found on mynewterm <https://mynewterm.com/school/Weaverham-High-School/149614> as fully as possible and explain any gaps in your employment history. We place the highest priority on keeping our children safe. Applicants will be subject to stringent vetting processes, including online searches for shortlisted candidate. The successful applicant will require an enhanced Disclosure and Barring Service check. Please note it is the practice of the governing body to take up references of all longlisted candidates. If this presents a problem please make this clear in your application.

Closing date 9am Tuesday 5th May 2026 Applications may close before the deadline, so please apply early to avoid disappointment

Headteacher: Clare Morgan
Tel: 01606 852120 Fax: 01606 854033

www.weaverhamhighschool.com

Head of Biology

Responsible to: **Head of Biology**

Performance Management: members of the biology department who are not TLR holders.

Main Purpose of the Role:

The Head of Biology is responsible for the **strategic leadership, management, and development of Biology** within the Science department. The postholder will ensure high standards of teaching and learning, strong pupil outcomes, and a positive profile for Biology across the school.

Key Responsibilities:

- To ensure high quality Teaching and Learning within the biology department.
- To quality assure formative and summative assessment effectively informs teaching and intervention.
- Lead the design, implementation, and review of the Biology curriculum.
- To lead and manage the biology department.
- To give strategic direction and development of biology within the science department.
- To manage the performance of other members of the biology department.
- To be accountable for the progress of all pupils within the biology department
- To ensure that within your department area, staff and resources are used efficiently and effectively.
- Promote scientific enquiry, literacy, numeracy, and practical skills.

Key Tasks:

1. To secure effective teaching of biology within the science department and that pupil learning is maximised through:
 - ensuring that schemes of learning, that meet the curriculum requirements with continuity and progression for all pupils, are produced.
 - identifying within the schemes of learning appropriate teaching and learning strategies and resources.

- establishing assessment procedures to enable students and teachers to assess learning over time and against external levels.
- ensuring that procedures are followed for the exam entries and that moderation processes have taken place for all teachers' assessment
- overseeing the target setting and progress of individual students using Progress Report data and procedures.
- supporting and monitoring the progress of key cohorts and underachieving students.
- supporting staff in helping to secure high standards of pupil behaviour within the department.
- monitoring, evaluating and reviewing the quality of teaching and learning taking place within the department as part of the ongoing whole school self-review procedure
- monitoring the progress of all pupils within the dept and being accountable for their progress

2. To lead and manage the biology department by:

- establishing a department team based on professional working relationships.
- holding department meeting where appropriate to support and develop the quality of Teaching and Learning within the department.
- carrying out objective setting and performance management for members of the biology department.
- Contribute to training needs and identifying appropriate activities for the development of staff.
- providing training for colleagues as necessary.
- ensuring that all new staff have mentoring and support.

3. To provide the strategic direction and development of the biology department by:
 - identifying a vision for the biology department within the Weaverham High School context
 - carrying out department self review processes.
 - producing an annual improvement plan.
 - monitoring, evaluating and reviewing the progress towards meeting these targets

4. To ensure that staff and resources within the biology department are used both efficiently and effectively by:
 - organising the deployment of the department staff.
 - developing and organising existing learning resources.
 - ensuring that there is a safe working and learning environment in which risks are properly assessed and Health & Safety instructions fulfilled.

5. Wider professional responsibilities
 - Uphold the school's ethos, policies, and safeguarding responsibilities.
 - Contribute to the wider life of the school.
 - Engage in ongoing professional development.
 - Support whole-school priorities as directed by senior leadership

	Use of ICT to support learning and leadership		
Personal Qualities	Ability to enthuse and inspire young people to attain to the highest standards in science.		Interview, references.
	High standard of personal skills.		Application, interview, references.
	Ability to provide strong leadership to staff and pupils.		Application, interview.
	Ability to work hard under pressure.		Interview, references.
	Strong and clear oral and written communication skills.		Application, interview.
	A sense of humour !		Interview.
Personal Development	A commitment to development of personal skills, including leadership skills.	Evidence of ongoing training.	Application, interview, references.