



KING EDWARD VI CAMP HILL SCHOOL FOR GIRLS

Educational excellence for our City



Teacher of Biology

To teach Science at KS3 and Biology at KS4 and KS5.

MPS/UPS

Permanent (0.8 FTE but Full Time may be considered)

Start Date: September 2026

Information Pack

Dear Candidate,

Thank you for requesting information about our Teacher of Biology post, commencing from September 2026.

We are a forward thinking, selective state grammar school with academy status, and belong to the King Edward VI Foundation of schools and Multi Academy Trust. We are incredibly proud to have been named as the Sunday Times State Secondary School for 2025, alongside the State Secondary School for Academic Excellence in the West Midlands, 2025. These accolades are borne out of the dedication of each and every member of our school community: staff, students, governors, parent and carers. This is an inspirational place to work and learn, and we hope you are inspired to consider applying for a position in our school.

Aside from the desire for our students to excel academically at KEVI Camp Hill School for Girls, we place great importance on their happiness and the development of them as individuals. By providing a full range of quality experiences both in and outside of the classroom, our students develop confidence, resilience and learn to make healthy choices - all of which helps to prepare them for life beyond school. Every single member of staff and the student body play their part in adding to the history of the school. I am privileged to lead an outstanding team of colleagues. Their hard work, extensive subject knowledge and commitment to ensuring the academic results are outstanding, enabling our students to make excellent progress as they move through the school.

Our challenging, well-structured curriculum is designed with able students in mind and encourages them to develop their intellectual curiosity and use higher level thinking skills. We are extremely proud of the breadth of our Curriculum at all Key Stages and believe it offers students genuine choice. Whilst Maths, Biology and Biology are very popular subjects at A Level, we have thriving Arts, Languages and Humanities subjects which are also popular choices for our students. Our extra and supra-curricular offerings are wide and varied and cater to all manner of tastes. Our school House System is weaved through all aspects of school life and is just one example of the way in which we both support students pastorally and also develop student leadership.

A major strength of our school is the level of pastoral care. Students are extremely well supported by their Teachers, Form Tutors and Heads of Year. At Camp Hill Girls, we deeply value wellbeing and recognise that good mental health, along with a safe and supportive environment, are essential for building resilience and helping our young people thrive. We are committed to deepening our understanding of trauma and attachment theory and are proud to be a Trauma Informed Attachment Aware (TIAAS) school. Our students demonstrate excellent behaviour and attendance and are highly motivated, eager, and engaged in all aspects of school life.

Camp Hill Girls is culturally rich and diverse, welcoming students from an extraordinary range of backgrounds. As a school community we recognise, celebrate, respect and delight in our differences, and use them as opportunities to learn and become more tolerant about the world around us. This is a caring school which Ofsted recognised, making reference to the fact that "understanding of equality, diversity and inclusion permeates all aspects of school life". We truly believe in the experience we have on offer at Camp Hill Girls.

We believe KEVI Camp Hill School for Girls is an inspirational place to be and invite you to come and see for yourselves. We very much look forward to welcoming you to our school.

Karen Stevens

Headteacher

THE BIOLOGY DEPARTMENT

The Biology Department

Deborah White – Subject Leader

Lisa Chadwick – Head of Year

Amy Newman

Hanh Nguyen

Rachel Stone

The department works closely with the other two sciences, Chemistry and Physics, sharing common goals and strategies to develop students with rigorous scientific skills and an enjoyment of the subject matter.

SUPPORT STAFF:

There is technical and administrative support for the department, and a trip support administrator. We are well supported across the Science department by two full-time and, one part-time, technicians.

ACCOMMODATION AND RESOURCES:

Practical work is integral to the teaching of the subject, and the department is well resourced with eleven laboratories in total, with four dedicated biology laboratories, all equipped for A level and GCSE work.

CURRICULUM:

Students are taught Combined Science at KS3 Y7 & 8 where there are in house schemes of work and plenty of resources which focus on encouraging good scientific working practice, alongside new scientific ideas. From Year 9 onwards, the students work towards GCSE Biology, Chemistry and Physics following the AQA specification. Students in Y9 have one lesson a week in Biology; Y10 – Y11 students have two lessons per week. There is an offer for combined science at GCSE for students who would like to pursue more option subjects with three lessons in Biology over two weeks.

Biology is a very popular A level subject with over one hundred students and five/six groups working towards the AQA course in both Year 12 and 13.

Students in Year 11 are supported by Year 12 Biology student learning mentors, and they meet weekly. The teaching staff also make themselves available during lunchtime for a weekly drop-in clinic open to all science students.

ENRICHMENT ACTIVITIES:

The department is keen to promote Biology and the natural world through a selection of extra-curricular events. We enter students for the British Biology Olympiad, and Biology Challenge. We also support students with university applications by providing support with mock interviews, and by inviting past students to discuss their degree courses and future career plans. A Level students interested in Medicine are supported by a Medical Society Biological Sciences Society and Veterinarian Society. There are also a number of student led societies, e.g. Medical Ethics. For youngsters students there is a Pot Plant club and Science Club, and we also have an Animal Club with two guinea pigs, hamsters, stick insects and a lizard. We would

be particularly interested in applicants that have a keen interest in looking after our growing collection of animals or pursuing gardening activities with students.

STUDENTS:

We are most fortunate in the skills, talents and qualities which our students possess. Their responsive nature and willingness to learn and succeed provide an exceptional teaching and learning environment. They offer an enthusiastic secondary teacher a fulfilling opportunity to truly enjoy the teaching of their subject at an intellectual level. There are currently just over 340 students in the Sixth Form, drawn from our Year 11 and from other local schools. Biology is one of the most popular subjects at A level, usually attracts 100+ at A Level in Year 12. The students pursue four A level options and then generally drop one in Year 13 and pursue an EPQ. Therefore, we are very pleased to find that the number that drop our subject is very low.

REQUIREMENTS AND RESPONSIBILITIES IN THE POST:

We wish to appoint a well-qualified graduate who can actively contribute to the department and who can teach their subject up to and including A Level. Recently qualified colleagues and ECTs with relevant experience are very welcome to apply. There is a clearly articulated and detailed programme for ECTs, as well as induction arrangements for all colleagues joining the school.

MAKING AN APPLICATION:

Applications should be made through My New Term and should be submitted **by 9.00am, Tuesday 19th May 2026**. Please contact Deborah White, Subject Leader at d.white@chg.kevibham.org if you have any specific questions.

INTERVIEW ARRANGEMENTS:

Interviews will take place on **Thursday 21st May 2026**. On the day of interview, applicants will have an opportunity to tour the school and speak to students.

It is our regular practice to ask short-listed candidates to teach a short lesson of 20-25 minutes. The group to be taught will be determined by the requirements of the post. Candidates will find our students accepting and welcoming.

TRAVEL EXPENSES AND REIMBURSEMENTS:

Normal second-class travel is payable to all applicants who attend for interview, plus reasonable overnight expenses where this applies. Candidates from abroad receive travel expenses paid from the port of entry or airport.

We look forward to receiving your application.

Job Description: Qualified Teacher:

Core purpose:

To provide a high-quality educational experience for all students.

General duties and responsibilities:

To carry out the duties of a schoolteacher as set out in the “School Teacher Pay and Conditions” document.

To continue to meet the required National Standards for Qualified Teacher status.

Knowledge and understanding:

- Be familiar with the school’s current systems and structures as outlined in policy documents including Health and Safety, Safeguarding and Child Protection Policies, Behaviour Policy and implement them.
- Have a secure knowledge and understanding of the concepts and skills in specialist subject(s) and a detailed knowledge and understanding of the National Curriculum programmes of study.
- Understand specialist subject(s) framework of 14-19 qualifications and the routes of progression through it.
- Select and make good use of IT where appropriate within subject teaching.
- Understand and know how national, local comparative and school data can be used to set clear targets for student’s achievement.
- Understand how students’ learning in the subject is affected by their physical, intellectual, emotional and social development.
- Be familiar with subject-specific health and safety requirements, where relevant, and plan lessons to avoid potential hazards.

Planning, teaching and class management

- Plan and deliver in relation to the examination boards and with regard for the school’s aims and objectives, own policies and schemes of work, the teaching programme for all students within the class.
- Provide clear structures for lessons and for sequence of lessons, which maintain pace, motivation and challenge.
- Make effective use of assessment information on students’ attainment and progress and in planning future lessons.
- Ensure effective teaching of whole classes, groups and individuals, establishing high expectations of behaviour and attainment, so that teaching objectives are met.
- Ensure coverage of the relevant examination syllabuses and School Programmes of Study.
- Exploit opportunities to improve students’ basic skills in literacy, numeracy and IT.
- Monitor and intervene when teaching to ensure sound learning and discipline and maintain a safe environment in which students feel confident, both in the classroom and around school.
- Use a variety of teaching and learning styles to keep all students engaged.
- Be familiar with Codes of Practice and identification, assessment and support of students with special educational needs.

- Evaluate own teaching critically to improve effectiveness.

Monitoring, Assessment, Recording, Reporting and Accountability

- Assess and record each student's progress systematically with reference to the school's current Assessment Policy and use the results to inform planning.
- Mark and monitor class work and homework, providing constructive feedback and setting targets for future progress.
- Provide reports on individual progress to the Headteacher and parents as required.

Other Professional Requirements

- Establish and maintain effective working relationships with professional colleagues and parents.
- Participate effectively and appropriately in meetings with professional colleagues and parents in respect of the duties and responsibilities of the post.
- Be aware of the need to take responsibility for your own professional development.

This job description may be amended at any time, following consultation between the Headteacher and member of staff and will be reviewed annually.

King Edward VI Camp Hill School for Girls is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undergo an enhanced Disclosure and Barring Service check.

Person Specification: Qualified Teacher

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Appropriate subject degree • Qualified teacher status/PGCE. 	<ul style="list-style-type: none"> • Strong honours degree (2:1 or above).
Experience	<ul style="list-style-type: none"> • Experience of teaching in the secondary phase at all Key Stages, including the Sixth Form. 	<ul style="list-style-type: none"> • Pastoral experience
Classroom teaching skill	<ul style="list-style-type: none"> • Record of successful teaching • Meeting national standards. 	<ul style="list-style-type: none"> • Innovative and creative approaches to teaching and evidence of strong performance • Confident use of IT.
Knowledge and understanding	<ul style="list-style-type: none"> • A clear philosophy about the teaching of the specialist subject • Knowledge of appropriate teaching methods for delivering the specialist subject • Subject knowledge sufficient to challenge able students and achieve high outcomes. 	<ul style="list-style-type: none"> • Ability to take responsibility for own professional development • Awareness of strategies for supporting SEND, under-resourced, student wellbeing, learning and achievement for high ability students.
Curriculum	<ul style="list-style-type: none"> • Familiarity with the nature and purpose of assessment and reporting • Understanding of how to support students to make academic improvements. 	<ul style="list-style-type: none"> • Familiarity with current national educational initiatives and strategies. • Experience of working with exam boards.
Personal attributes	<ul style="list-style-type: none"> • Ability to work under pressure and meet deadlines • Good personal organisation • Good interpersonal skills • Ability to work independently and cooperatively as a member of a team • Reliability and integrity • Ability to demonstrate suitability to work with children – this will include motivation, ability to 	<ul style="list-style-type: none"> • Range of interests and willingness to participate in and lead extra-curricular activities • Pragmatism, humour and optimism when dealing with other members of staff.

	maintain appropriate relationships, emotional resilience to challenging behaviour.	
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