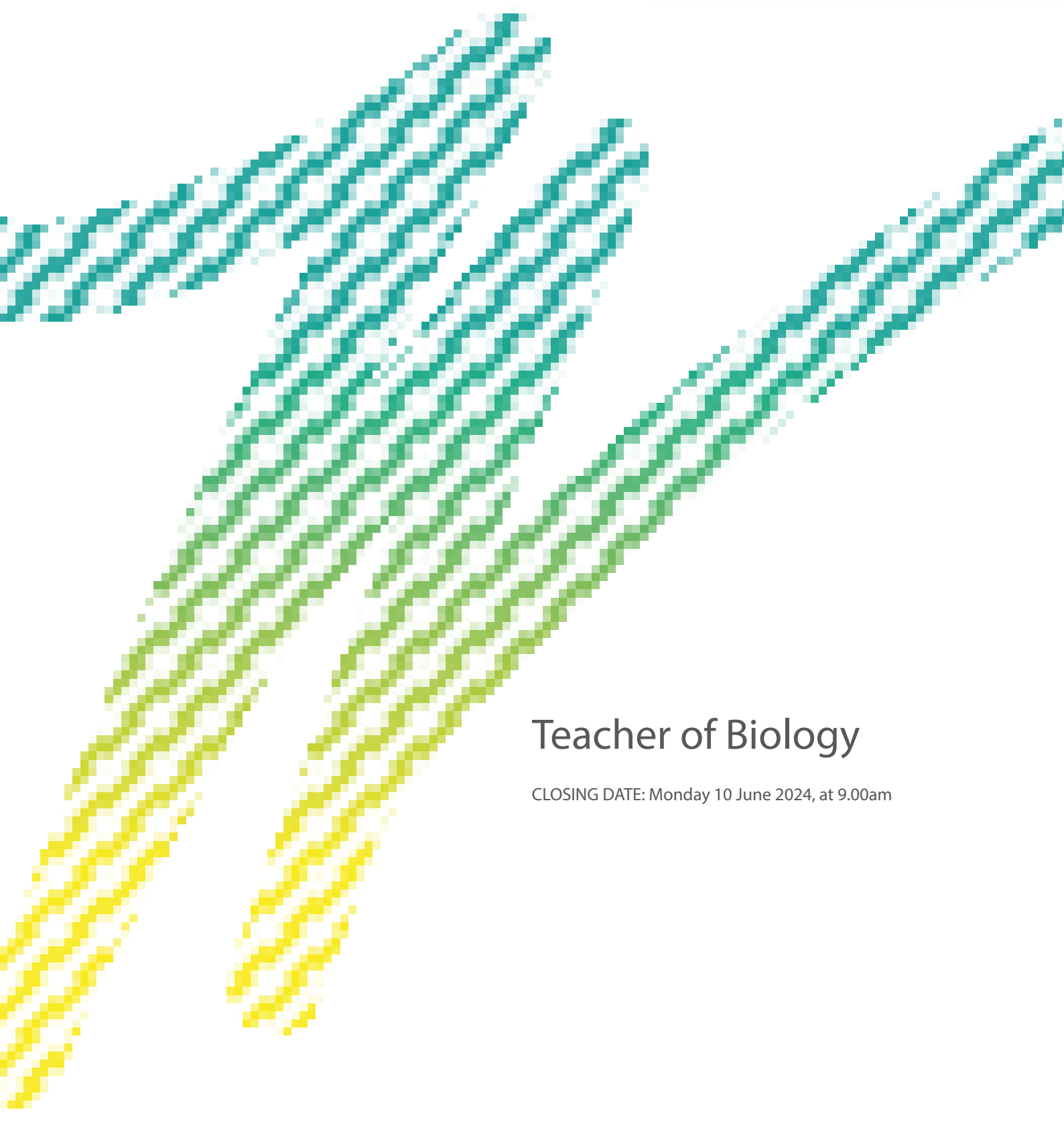




**WILBERFORCE**  
sixth form college



# Teacher of Biology

CLOSING DATE: Monday 10 June 2024, at 9.00am





## The College

Wilberforce Sixth Form College is located on the East side of the City of Hull, and our students come from both Hull and the East Riding of Yorkshire. The College is recognised for its success in serving the needs of the local community, which is a fundamental commitment of the College's governing body.

Wilberforce College is not a typical sixth form college. We have a wide-ranging and dynamic curriculum offer at Levels 2 and 3 that supports students' progression. Coupled with our staff's commitment to high quality teaching, support and student experience, students achieve and progress to some fantastic destinations.

The College has extended its work beyond the East of Hull in recent years. We are system leaders, having worked with educational and employment partners both nationally and regionally to improve the quality of education and student experience.

## For our students...

Wilberforce Sixth Form College inspires its students to develop a passion for knowledge and a love for learning. Our students receive a truly holistic education that extends beyond the classroom.

In addition to high-quality teaching, they have access to a broad upskilling/enrichment programme, employability and workplace links, national and international trips and visits, and an excellence pathway programme.

## Our campus...

We have made significant investment over the last few years, creating first-class facilities for staff, students and the local community.

Our campus is reflective of the wide-ranging curriculum that we offer; it boasts professional standard Engineering, Health & Caring, Hair & Beauty and IT facilities, as well as fully equipped classrooms and teaching spaces.

## For our staff...

Wilberforce Sixth Form College is a great place to work. You will join a focussed and driven team, committed to delivering a broad and balanced education for all.

Collaboration is at the heart of our approach and together we work hard to change the life chances for our students.

We invest heavily in staff development and wellbeing support to ensure that staff are equipped to contribute to making Wilberforce College great.

Access a range of benefits including:

- Membership of the Teachers' Pension Scheme
- Employee Assistance Programme
- Cycle to Work scheme
- Optional Health Cash Plan
- Staff development opportunities
- Staff wellbeing events
- IT Products
- On-site gym



## Our Mission, Priorities and Core Values

### **Mission**

The College's aim is to be an outstanding College, with an innovative curriculum that supports all students to achieve the best possible life chances.

### **Priorities**

The three core priorities are:

#### **1. Outstanding outcomes**

- A fully ambitious, challenging curriculum that provides students with first rate qualifications.
- Aspirational and stimulating teaching and learning that engages all students at all levels.
- Stretch and challenge of all groups of students to ensure that all reach their potential, and there are no significant gaps.
- A student support framework that proactively removes barriers to learning.

#### **2. Outstanding progression**

- A curriculum that is aligned to local and national priorities that enables all students to progress to their chosen destinations.
- Students are equipped with the skills, knowledge and behaviours needed to progress in education and employment – including proficiency in English and Mathematics.
- Students are educated and supported to make decisions that ensures their long-term health and well-being.

#### **3. Outstanding experience**

- Students have access to a wide, rich set of experiences through the curriculum, tutorial, and upskilling programme.
- High expectations of behaviours and attitudes ensure all students develop a strong work ethic, resilience, and determination.
- Sustainable growth in student numbers that maintains a vibrant, interactive learning environment, in which students are highly challenged.
- A College environment with first class facilities, welcoming, accessible and a place everyone enjoys being in.



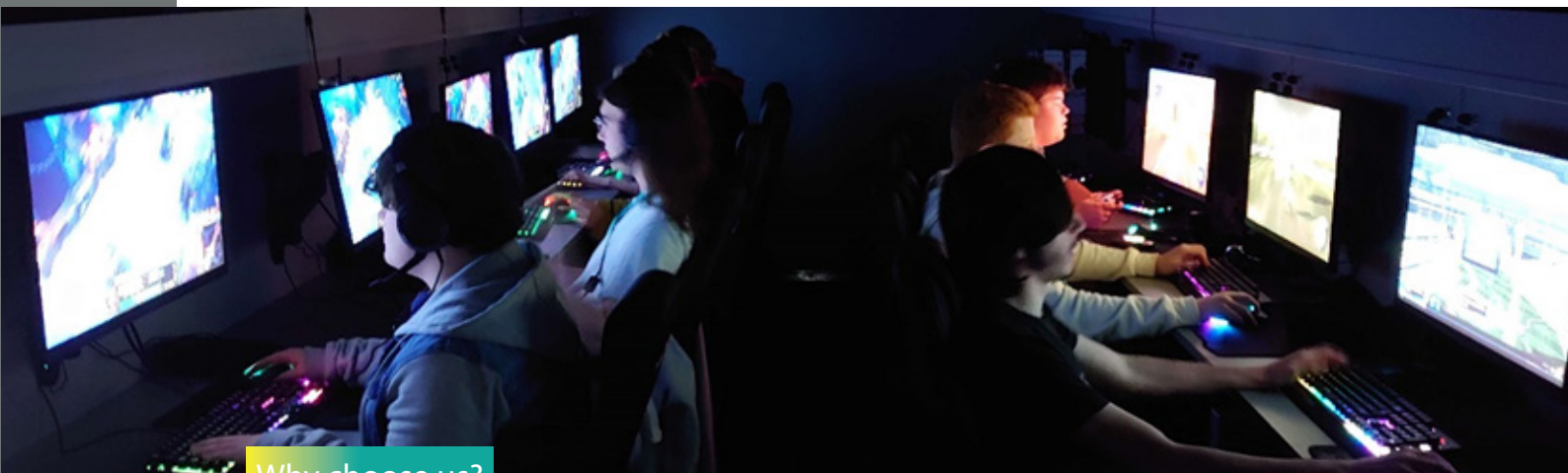
Wilberforce Sixth Form College has a culture of high aspiration and we are committed to providing an outstanding educational experience for all of our students. All aspects of College life are focused on providing students with every opportunity to become independent, motivated and successful individuals who will contribute on an international stage. Success is central to our aims. We have adopted a core values statement. It is our intention that by applying these values and behaviours the College will become outstanding in every area of work.

#### Core Values

- We conduct ourselves with integrity and respect for all
- We make students' experience central
- We value individuals and promote self-esteem
- We work as a team
- We encourage innovation, creativity and enjoyment
- We aim for excellence in everything we do







## Why choose us?

By joining Wilberforce college, you will be working for a progressive learning organisation driven by core values and collective mission. You will be joining colleagues to work within a supportive, collaborative, and dynamic team which consistently strives to achieve the best outcomes for our students.

At Wilberforce we believe in providing opportunities for all - both staff and students. Our expectations are high for everyone and we recognise the fact that only through this teamwork can we all achieve our aspirational goals. If you are looking for a College that will challenge you whilst supporting you, then our CPD package will ensure you develop your skills, whether it be supporting students, teaching in the classroom or as a leader influencing colleagues.

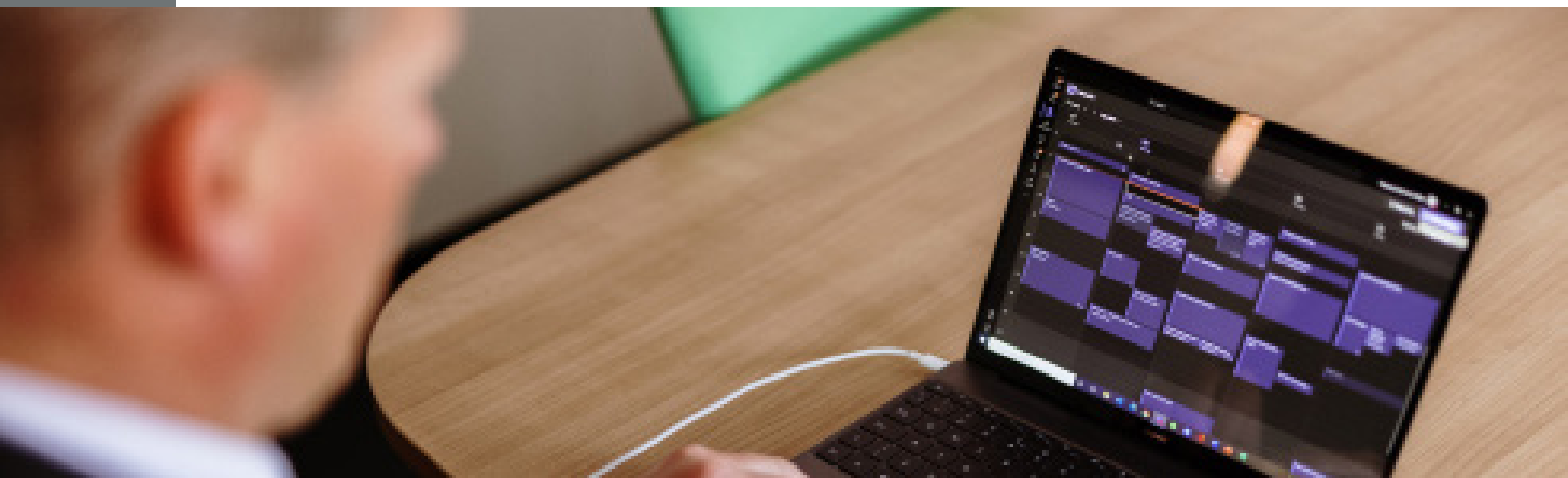
We feel listening to the views of both staff and students is key and therefore we regularly conduct staff surveys to establish individuals views on working at the College and use this as a catalyst for making improvements.

### Benefits and Additional Information

We recognise the hard work and dedication of our staff in their commitment to improving the life chances of young people in the community we serve. The employee benefits on offer at the College are reflective of a culture which recognises talent and rewards outstanding commitment to our aims and objectives.

We are proud to offer our staff members these benefits:

- **Staff induction** - All employees joining the College are provided with a fully supported induction period
- **Generous pension scheme** - Employees can join the Local Government Pension Scheme (LGPS) and Teachers' Pension Scheme. Both schemes offer generous employer contribution rates
- **Employee Assistance Programme** - The College provides an independent free helpline which is available to all staff and their families which provides confidential advice on a wide range of issues including personal, relationships, medical, financial, legal etc. In addition, the College has in house counsellors who will meet staff face to face where requested
- **Cycle to work scheme** - Our salary sacrifice scheme enables employees to pay for a bicycle through payroll and save on tax in the process
- **BHSF Health Care Cash Plan** - Through a salary deduction cash plan, employees are able to access healthcare treatment and claim back money from their bills. The cash plan includes 24/7 GP and counselling telephone services and cover for up to four children (under the age of 18) on the policy
- **Gym memberships** - The College has an open access gym that staff can use before and after the College day. Employees at the College can also access discounted membership at the local Hull City Council gyms



- **IT products** - Employees can access the full suite of Microsoft software free of charge to use on personal devices
- **Equality, diversity & inclusion** - The College is inclusive and embraces diversity
- **Staff development** - We have a strong commitment to providing training and development in and beyond your current role. We invest substantial time and money in our staff development provisions
- **Family friendly policies** - The College adopts occupational Maternity, Paternity and Adoption pay policies from the Sixth Form College's Association

By joining Wilberforce Sixth Form College you will be supported through your professional employee journey, encouraged to develop and given opportunities to thrive!



## Teacher of Biology

The College is seeking to appoint a dynamic and forward-thinking Teacher of Biology to join a well-established department. Supporting students in the development of their STEM subject knowledge, expertise and practice, this Teacher of Biology will support and inspire in A Level Biology and Applied Level 3 qualifications. Building on students' previous experiences in theory and practical learning and assessments, this position allows teachers to develop our future scientists and medical professionals through extraordinary learning experiences. As part of the curriculum offer, you will seek and implement project learning opportunities to support students to develop their wider skills.

The Science and Health Faculty is made up of 15 teachers and offers the following courses: A Level Biology, Chemistry, Geography and Physics alongside BTEC Level 3 courses in CPLD, Health and Social Care, Applied Science, Forensics. In addition we run Level 2 courses in Beauty, Hairdressing, Health and Social Care and Science, plus Level 3 City and Guilds in Hairdressing. Recently the College has begun to offer T-Level Health which will also have a corresponding Level 2 transition programme. The subject teams joining this faculty have a track history of student academic success, high value-added outcomes and strong progression on to Higher Education courses at leading universities. This post provides the opportunity to join a developing team that is committed to constant improvement and excellence and to make a valuable contribution at a time of dynamic curriculum change.

Teamwork within the department is excellent with staff willing to share good practice, resources and discuss ideas. The ethos is one of a commitment to high standards of work and a disciplined approach from both staff and students within a supportive and non-threatening environment. Staff are encouraged to develop effective teaching and learning resources which includes assessment for learning to support student achievement.

This is an opportunity to join a College with an excellent reputation and have significant impact on its future success.

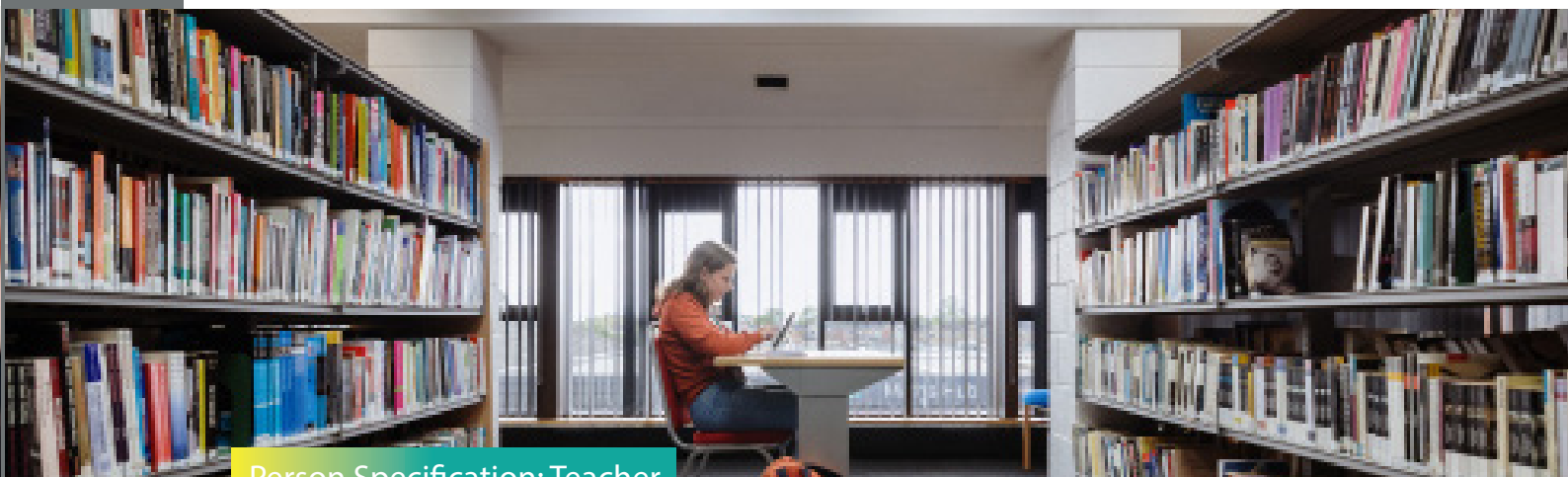


## Job Description: Teacher

### Generic List of Duties

- to have available an up-to-date syllabus for all courses/classes taught
- to use ICT skills to deliver courses and develop materials
- to have available schemes of work for all courses/classes taught
- to prepare suitable teaching materials for delivery of courses
- to teach/deliver courses using a variety of methods appropriate to a student-centred approach
- to maintain records of attendance at classes and work done including methods of delivery
- to monitor student attendance and take appropriate action when required
- to monitor, record and review students' work and progress and to initiate specified procedures as required
- to set, mark and maintain records of examinations, assessments and homework
- to produce reports and references on students
- to participate in student enrolment and induction, open evenings, parents' evenings and major College events
- to participate in appropriate working groups to further the aims of the College
- to undertake staff development
- to follow the College's Equal Opportunities Policy and to comply with its code of practice
- to follow Health and Safety procedures
- to make a commitment to safeguarding and promoting the welfare of children and young people
- to follow all agreed Quality Assurance Systems operating within the College
- any other duties which reasonably correspond with the general nature of the post





Person Specification: Teacher

	Essential	Desirable
<b>Qualifications and training</b>		
Relevant degree showing knowledge in the appropriate curriculum area	✓	
Higher qualifications showing subject expertise		✓
<b>Experience and knowledge</b>		
Teaching experience within the 14-19 age range		✓
Ability to recognise personal training and development needs and commitment to proactively respond	✓	
Successful experience of teaching Academic or Vocational courses		✓
Successful experience of working on cross-curricular initiatives and extra-curricular activities		✓
Experience of team-teaching and supported self-study techniques		✓
Experience of working within a Sixth Form College context		✓
An appropriate level of IT skills demonstrated in a previous role		✓
<b>Skills and abilities</b>		
Communication, inter-personal and organisational skills	✓	
Commitment to student-centred teaching methods	✓	
Ability to respond flexibly and creatively to new challenges and opportunities	✓	
Ability to work as an individual and as a team member	✓	
Empathy with the 16-19 age group and commitment to the ethos of a Sixth Form College	✓	
Commitment to equality of opportunity	✓	
Demonstrate suitability to work with children and young people	✓	
Sensitivity to community issues	✓	
Teamwork focused	✓	
Energy and enthusiasm	✓	
Creative and innovative approach to the development of teaching materials		✓



## How to apply

Thank you for enquiring about the post of Teacher of Biology at Wilberforce Sixth Form College. I hope the information in this pack encourages you to apply.

After reading through the details in the attached pack, please:

1. Complete an application form.
2. Include a statement in support of application in the space provided on the application form. This should outline why you feel you are suitable for this role. Please limit your statement to two sides of A4.
3. Complete the Safeguarding and Equal Opportunities forms.

Completed applications can be sent by:

- Post (or deliver) to:  
HR Office  
Wilberforce Sixth Form College  
Saltshouse Road  
Hull  
HU8 9HD
- Email to: [personnel@wilberforce.ac.uk](mailto:personnel@wilberforce.ac.uk)

You may send in a CV to support your application but you must still complete the application form in full.

The closing date for applications is at 9.00 am on Monday 10 June 2024.

If you have any questions or queries, please contact the HR Office on 01482 711688 or [personnel@wilberforce.ac.uk](mailto:personnel@wilberforce.ac.uk).

### PLEASE NOTE

Due to the large number of applications we receive it is not possible to contact unsuccessful applicants prior to interviews being held. If we haven't contacted you within 28 days of the closing date you can assume that this time your application has been unsuccessful. We are unable to give feedback to those applicants who have not been shortlisted.