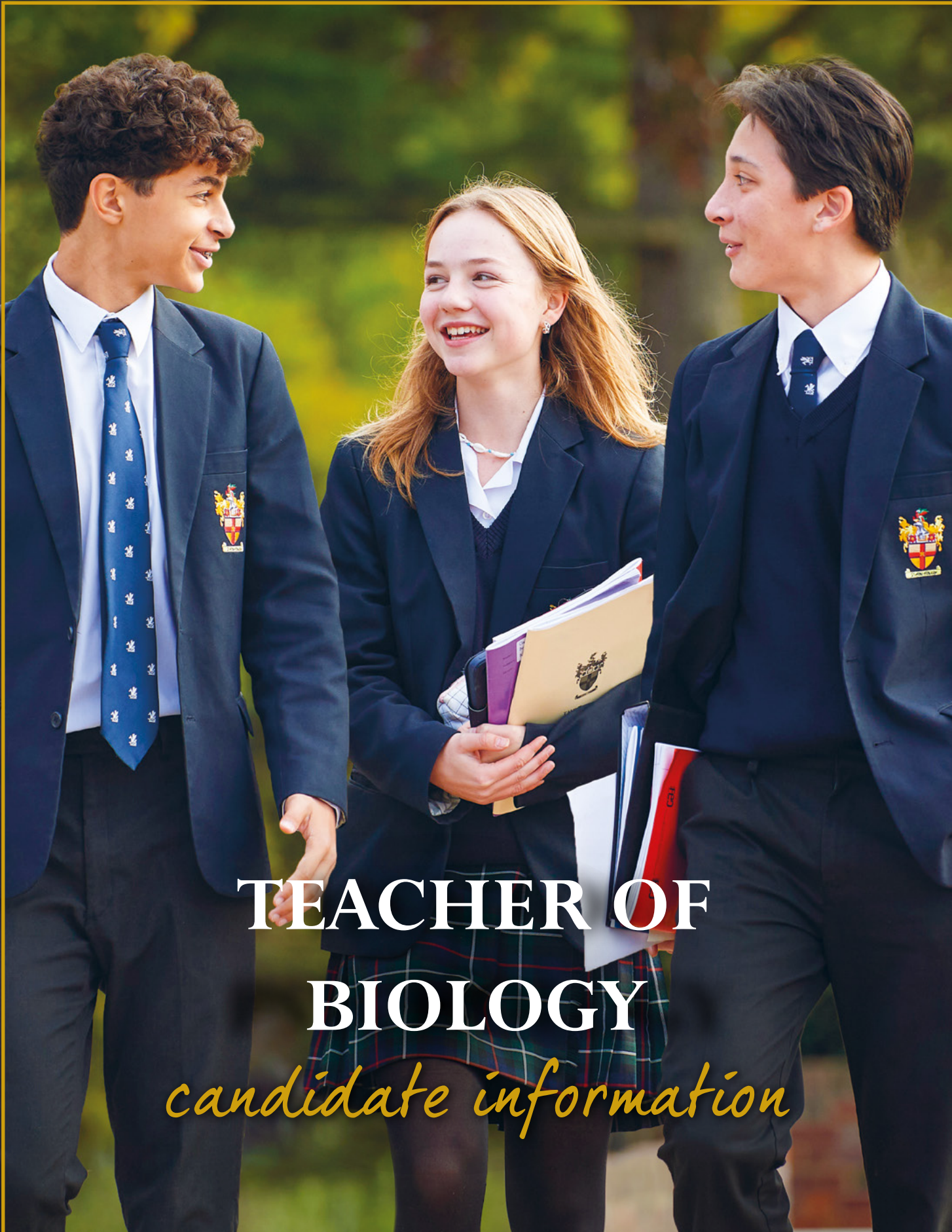




THE **Leys**
CAMBRIDGE



TEACHER OF
BIOLOGY

candidate information

Teacher of Biology

full time

Starting January 2025

We are seeking a dynamic and enthusiastic graduate to join our Biology department for a fixed term maternity cover. The successful applicant will be a passionate and creative teacher who is committed to providing engaging and stimulating learning experiences both inside and out of the classroom. There is flexibility in the number of hours for this role from 0.7FTE to full time, in order to best suit the successful candidate.

The successful applicant will be expected to teach the subject up to A Level and to contribute to the School's extensive pastoral and wider-curricular programme.

The Leys is an inclusive and inspiring co-educational boarding and day school offering an incredible learning environment and pupil experience in Cambridge. Putting pupils at the heart of everything we do, our shared values create a strong, caring, and cohesive community. The successful candidate will be joining a dedicated, successful, and welcoming team of teaching and business professionals, committed to working together to combine their skills, experience, and insights to deliver an excellent education to our pupils. Successful applicants will have an understanding of the commitment required in a boarding school.

The Leys is an extremely rewarding place to work. We hope you will take the time to look at our website to find out more about us.





Welcome to *The Leys*



Life at The Leys

The Leys is a co-educational boarding and day school for pupils aged between 11 and 18. Set in the heart of the beautiful and stimulating city of Cambridge, one of the world's leading cultural and academic centres, The Leys' unique location allows pupils unrivalled access to the vast array of cultural and educational opportunities that Cambridge has to offer.

Established in 1875, The Leys values its history, yet it blends traditional values – courtesy, tolerance, respect, decency – with a forward and outward-looking approach to education. Dedicated staff and superb facilities combine powerfully to prepare young people for the challenges which lie ahead at university and beyond.

The Leys is a close-knit, engaged, friendly community of around 550 pupils in which pastoral care is seen as the top priority. Academic value-added is impressive and the breadth of the wider curriculum is renowned. The School caters for Boarding, Home Boarding and Day pupils but, with 70% of pupils accommodated in boarding houses, boarding is absolutely central to the ethos of the School and all pupils benefit from the vibrancy and structure which this provides.



Purpose

The Purpose of The Leys is to play our part in changing the world for the better.

We do this by making a positive difference to the lives, values and prospects of Leysians, by being professional, caring and rewarding in developing and managing our staff, by being a responsive and trusted partner to our parents, and by making a beneficial and sustainable contribution to the wider community

By foundation and structure, The Leys is a boarding community. We also place great value on being a “big, small school” embedded in the heart of Cambridge, and on giving Leysians a rich and rewarding academic and wider school experience – one they find valuable both intrinsically and in preparing for their futures. We seek, in the spirit of our Methodist founders and our Christian values, to send Leysians out into the world ready – academically, culturally, morally, physically, spiritually and socially – to live fulfilling lives which will make a positive contribution to society.

In order to achieve our Purpose, we aim to deliver an education which is built on three foundation stones: pastoral, academic and wider curricular. Whilst interconnected, ‘pastoral’ is accepted as pre-eminent, because pupils who feel supported and confident are able to flourish in all areas of the life of the school. Our teaching staff body all contribute to all three pillars of Leys School life, thus we all work together to ensure our pupils develop into happy, confident and well-rounded individuals ready to leave school and find their place in the world.

Pastoral Care

Pastoral Care is at the heart of what we do. We know that wellbeing is crucial to success in wider school life, and we all work together as a community to ensure that each pupil flourishes in school, feeling nurtured, supported and happy. Our House structure is central to this: all pupils are a member of a House throughout their time in school. Year 7 and 8 pupils are members of our junior house, Moulton, and then pupils in Year 9 and above join one of the eight boarding or three day houses. The vertical arrangement in the senior houses creates opportunity for pupils to support each other, and the houses are staffed with a Housemaster or Housemistress (HSM), an Assistant HSM, a Matron and a team of teaching staff. Pupils also have a tutor, who supports them with their wellbeing, academic progress and wider curricular involvement as they progress through the school. All staff are expected to contribute to our pastoral support of pupils, through tutoring, supporting the teaching of PHSE and undertaking weekly house duties.



Wider Curriculum

The Wider Curriculum is an integral part of the school week for all pupils and staff, with a significant amount of time in the afternoons and early evenings devoted to it. In their time at The Leys, pupils are actively encouraged to experience a broad range of activities that will bring them a wide range of benefits; activities in which they find enjoyment and fun whilst developing skills, personal qualities and attitudes that are transferable to other areas of their life at school and beyond.

The Leys' Personal Development and Leadership programme (PDL) for pupils in Year 10 and above ensures that all pupils develop leadership, broaden their horizons and collaborate with their peers on projects, often trying to solve contemporary problems. Through our outstanding sporting, music and drama provision, pupils develop as confident and well-rounded young men and women, ready for life beyond school. Our broad and varied after school activities programme enables pupils to develop their interests, skills and strengths. Through this we aim to complement the pastoral and academic pillars of an all-round Leysian education alongside boosting the physical and mental well-being of all involved in the wider curriculum. All staff contribute to our extensive wider curriculum programme through involvement in games, PDL, outdoor education, and a wide range of clubs and activities.

Teaching and Learning

Education is about so much more than passing exams, and at The Leys pupils are encouraged to develop an understanding of their own learning, find their passions, curiosity, and develop a lifelong appetite for knowledge.

Pupils are supported in their learning by excellent teaching both inside and outside of the classroom, with academic enrichment and extension embedded into the culture of the school. We understand that teachers are individuals and that they will have their own ways of expressing their passion and interest in their subjects. The 2022 ISI comment that "Inspirational and creative teaching is a significant contributory factor to pupils' positive attitudes to learning" sums up the impact of that individuality. That said, we know that aspects change within education, and we are midway through an exciting transition from Google Classroom to Microsoft Teams and OneNote. Pupils and staff all have a digital device, and pupils are used to working digitally as well as on paper.

Academic Attainment at The Leys is outstanding. This summer, the school achieved its best academic results on record at A Level and close to best at GCSE. At A Level 62.2% of results were graded A or A*, and 87% A*-B, and at GCSE almost 50% of results were grade 9 or 8. The school uses value added as an important measure of success and we are delighted that all our 2024 public examination results demonstrate that we added significant value to our pupils' academic attainment compared to similar schools: a testament to the hard work and dedication of both staff and pupils.





General Teacher Expectations

The Leys is a traditional boarding school, and we have lessons running across 6 days each week. Lessons happen on a Saturday morning until 11:50am, and the afternoon is filled with sporting activity including fixtures.

Teachers at the Leys are expected to contribute to all three of the School's Pillars: Pastoral, Academic and Wider Curriculum. Pastoral contributions take the form of tutoring, house duties and teaching PHSE whilst the wider curriculum includes games, PDL, outdoor education and clubs and activities. House duties vary depending on the type of house: day house duties involve breaktime, lunchtime and afternoon/after school supervision whilst boarding house duties involve working with pupils in the evenings. Staff also support the day to day running of the School through involvement in school duties, on a rota basis.

We know that working in a boarding school is busy! Our staff feel this is undoubtedly worth it for the reward gained from the wider interactions they have with pupils, coming to know each child as an individual, not just as a pupil in the classroom. We work with our teachers to harness their strengths and passions both inside and outside of the classroom, so that there is joy for all of us in what we do. In addition, class sizes at The Leys are typically no larger than 24, and are often much smaller, particularly in Years 7 and 8 and the Sixth Form. Teaching allocations are lower than in state and day schools, to account for the involvement in the wider life of the school. Saturday lesson time is 'paid back' through shorter term lengths, and thus longer school holidays. Finally, four Leave Weekends spaced throughout the year provide the entire school community with some additional rest and relaxation.



The Role

The new teacher of Biology will be expected to bring love of their subject, strong subject knowledge and the ability to engage and inspire pupils across the age range. They will join a successful department of supportive teaching staff. We expect that that they will contribute to the wider co-curricular life of the department and school.

The Department

Housed in the impressive Thomson Building along with the Chemistry and Physics departments, Biology is a well established, well-equipped and successful department. There is a strong academic ethos which takes advantage of the School's location in Cambridge, including active links with the University of Cambridge's Genetics Department when conducting *Drosophila* breeding experiments. We also have long established links with the Wellcome Institute, enabling inspirational insights into the fast-changing field of Genomics. For the green-fingered, the famous Botanical Gardens are a stone's throw away and the department now enjoys using a sizeable area of the campus dedicated to conservation and environmental projects. It is a lively and interesting place to work amongst highly qualified and professional colleagues who place an emphasis on the enjoyment of Biology for both pupils and teachers alike. Consequently, as much practical work as possible is performed and a large amount of visually stimulating and educational displays are on show. New ideas for promoting Biology are always welcomed and the department makes good use of Twitter.

There are currently six subject specialist teaching members of staff and a Biology Technician. There are three laboratories, one of which is part of the more recent Great Hall project, a modern building housing the Science extension, Theatre and more. In addition, the department has two classrooms, one of which is used as a Sixth form study. The vast array of equipment and resources ranges from PCR and gel electrophoresis machines to investigate crime scenes to the maggots or locusts one might use to investigate respiration rates.

Years 7 and 8 are taught through an "in-house" combined science course, predominantly practical and skills based, overseen by The Lower School Science Co-ordinator. GCSE courses begin in Year 9 and the department has just started the process of transferring onto the Edexcel iGCSE course. In Year 9 pupils are taught for 3.5 40-minute periods a week. In Years 10 and 11 pupils are studying the AQA GCSE syllabus and are taught for three 40-minute periods each week. Most pupils study separate Sciences, with Double Science for one group. Previous GCSE results have been excellent.

The take up of Biology by pupils in the Sixth Form remains buoyant, with two or three sets in each year group. Pupils study the OCR course and results are excellent. The department is also committed to entering pupils for the various Biology Olympiads with some pupils gaining Gold awards.



The Post

Main purpose of the role

The role

- To teach pupils within the school.
- To create a well-ordered teaching environment in which pupils can thrive and explore their academic potential.

Main duties and responsibilities

- To have a clear knowledge of the individuals in their class and differentiate accordingly. This should mean both their individual learning needs as well as their individual personality.
- To bear in mind the Christian ethos that underpins the life of the school community and bring its values into the classroom.
- To plan lessons clearly and within the departmental scheme of work.
- To mark work regularly and promptly, in line with departmental and school marking policies and to keep clear and full records of pupils' progress.
- To insist upon high levels of behaviour and respect for others in the classroom.
- To be a subject expert who regularly updates their knowledge to stay 'current' in their subject.
- To contribute to the pastoral care of the pupils, including weekly duties in houses.
- To contribute to extra-curricular activities.

Safeguarding responsibilities

- To have read the School's Child Protection Policy and updates to this policy as required by the School.
- To adhere at all times to the School's Child Protection procedures and to undertake responsibility to safeguard pupils.
- To be aware of and adhere to at all times the School's Staff Behaviour and Code of Conduct and confidentiality.
- A duty to report and discuss any concerns about the safety of children and their wellbeing to the Designated Safeguarding Lead (DSL).
- A duty to report any low-level concerns about colleagues to the Designated Safeguarding Lead (DSL).
- To be informed and trained to an appropriate level and to complete mandatory safeguarding training as required by the School.

General Tasks

- To refer to and adhere to all Health and Safety procedures and policies as appropriate and other legislative requirements as required, carrying out duties by working in a safe and organised manner.
- To ensure that a safe / secure environment exists for pupils / staff and customers and meet requirements under the Health & Safety at work Act 1974 and C.O.S.H.H.
- To uphold the provisions of data protection legislation, the School's Data Protection Policy, and other related policies.
- Understand and be mindful of the School Acceptable Use Policy and Staff ICT & Social Media Guidelines.
- To adhere to and maintain School Policies and Procedures and work with regard to the ethics of the School.
- To observe / implement all relevant legislative requirements, maintain and update own knowledge as appropriate for the role.
- To work flexibly as necessary to meet the needs of the role and the School.
- To undertake any other reasonable associated request from the Head of Maths, Head/Bursar, or other senior member of SMT as appropriate.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Good honours degree or related subject.• Ability to teach Biology to A Level standard.• Good knowledge of GCSE Biology and A Level courses.• Relevant teaching experience.	<ul style="list-style-type: none">• PGCE, QTS or equivalent teaching qualification.
Experience	<ul style="list-style-type: none">• Excellent teaching skills.• Capacity to be efficient and organized, flexible, and adaptable.• Ability to prioritise effectively.• The ability to work in a busy environment and meet deadlines.• Suitable to work with children.	
Skills	<ul style="list-style-type: none">• Strong communication and inter-personal skills.• Ability to motivate and manage pupils.• Ability to deal positively and constructively with students and colleagues at all levels.	<ul style="list-style-type: none">• Good sense of humour• A good sense of humour.• Ability to work on your own initiative and as part of a team.
Knowledge	<ul style="list-style-type: none">• Candidates should be willing and able to commit themselves actively to support the ethos of the school.• Good working knowledge of IT	<ul style="list-style-type: none">• Familiarisation with online digital platforms.• Ability to coach a sport.

How to *Apply*

If you are interested in applying, please submit a completed application form including covering letter addressed to The Head, The Recruitment Team, The Leys School, Cambridge, CB2 7AD (recruitment@theleys.net) by **09.00 on 15 October 2024**. Interviews will be held on either 23 or 24 October 2024.

This role has the opportunity for regular contact with pupils and therefore is exempt from the Rehabilitation of Offenders Act 1974.

By applying for this role, you are consenting to The Leys School storing your personal data. Please read our 'Privacy Notice for Job Applicants' for further details.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Before appointment to any role in the school, checks including an Enhanced DBS Check and workplace references will be undertaken in accordance with current statutory guidance. Evidence of eligibility to work in the UK required as applicable.

The Foundation is committed to fostering an inclusive culture that promotes and values diversity and celebrates the diverse voice of our community.

Charity no: 1144035.



