



**Job Description for Teacher of Biology (full-time)**  
**(fixed term appointment: from 5 November - 19 December 2018)**

### **The Ladies' College**

The Ladies' College was founded in 1872. It operates as a direct grant school within the Bailiwick of Guernsey and the Principal is a member of the Girls' School Association (GSA). There are approximately 585 pupils between the ages of 2 ½+ and 18. The Junior School, The Ladies' College, Melrose, (175 pupils) occupies a separate building with its own staff and includes our Pre-Preparatory Department. The Ladies' College, Senior School and Sixth Form (410 students) occupies purpose-built premises opened in 1964 and has recently been both refurbished and extended. "The Wessex Wing", which includes dedicated teaching spaces for Mathematics, English, Music, and a modern Library and Refectory was opened in September 2016.

In our Pre-Preparatory Department our girls follow the early years curriculum in small groups, the maximum at any one time being 28. In Melrose we are a one form entry school, with a maximum of 20 girls in the Preparatory Department and 24 in the Junior Department. In the Senior School we have a three-form entry at 11+ and most classes comprise 18 to 24 girls. Our students take ten (IGCSEs, on average, and the vast majority proceed on to the Sixth Form. The College operates a Sixth Form (100 students) partnership with Elizabeth College (HMC boys' direct grant school).

In our last ISI Inspection, the College was judged as excellent in all categories, most notably: in the quality of the students' achievement and their learning, attitudes and skills; their spiritual, moral, social and cultural development; curricular, co-curricular and community links and arrangements for welfare, health and safety.

We believe that a young person will achieve their best if they are happy and inspired to do well by experienced and enthusiastic adults who care about them as individuals. We care as much about a student's well-being and happiness as we do about their academic progress.

### **The Science Department**

Our Science Department teaches a strong foundation in the three science disciplines. We foster a love of science in our students together with a thirst for knowledge and enquiring minds. They are taught a true understanding of science which allows them to approach all results as informative and to adapt and evaluate experiments with different variables in the search for understanding.

Senior School science staff teach a general Science course to Forms II and III (Years 5 and 6) in Melrose. Students in Remove (Year 7) are usually taught the three sciences by the same teacher and then from Lower Four (Year 8) onwards they will have specialist teachers for each discipline. Classes are taught in sets from Upper Four (Year 9) through to Upper Five

(Year 11) and students will start their IGCSE courses during Upper Four. The majority of students will take separate science IGCSEs in Biology, Chemistry and Physics while a smaller number will take a dual award course following the Edexcel IGCSE course in both cases.

Last year 43 students entered for the separate sciences with 100% A\*- C in Biology IGCSE.

The Science Department hosts regular co-curricular activities both within and outside of our school community and has a strong tradition of sending girls to prestigious universities to study sciences and medicine.

### **Candidate Criteria**

We are looking for a teacher with first rate academic qualities who can inspire the students with a love of Science. The ability to teach up to IGCSE Biology is essential, with experience of teaching at A-level desirable. The post would suit a teacher looking for the opportunity to work in an academically selective school. An interest in wider curriculum issues would be welcomed. All full-time teaching staff are expected to serve as form tutors and to support the pastoral and extra-curricular activities of the school.

### **Line Management**

Reports to the Head of Science.

### **Remuneration**

Guernsey has its own salary scale. The remuneration for this post will be on a scale between £29,247 and £41,996 according to qualifications and experience. There is also an Upper Pay Scale from £44,353 to £47,175 for teachers who have worked for more than six years and have successfully crossed the threshold. These rates are reviewed annually. All colleagues employed on permanent contracts are automatically enrolled in the States of Guernsey Public Servants' Pension scheme, a contributory defined benefit pension scheme on a Career Average Revalued Earnings (CARE) basis. This is fully transferable into and out of the DfEE Teachers' Superannuation Scheme. The current employer contribution rate is 14.1% of salary at the time of writing. The current employee contribution rate is 7.5% of salary at the time of writing.

### **Other benefits**

A relocation allowance of up to a maximum of £3,500 (to cover the physical removal and transport of person/s and possessions, as well as support from our preferred relocation consultants) will be paid by the College.

## **Living and working in Guernsey**

Residence in Guernsey is controlled by the Committee for Home Affairs who have political responsibility for “The Population Management (Guernsey) Law, 2016”. The College is required to apply for either a Short-Term Employment Permit (STEP), duration up to 1 year, a Medium-Term Employment Permit (MTEP), duration up to 5 years, or a Long-Term Employment Permit (LTEP), duration up to 8 years on behalf of employees who are not locally qualified residents.

**The permit associated with this role is an STEP.**

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*The Ladies' College is committed to safeguarding and promoting the welfare of children and young people and expects all colleagues to share this commitment. Applicants must be willing to undergo child protection screening including an enhanced Disclosure and Barring Service (DBS) check and be able to prioritise the well-being of young people in our care.*

*Once employed, there is a responsibility on an individual to disclose unlawful activity to the Principal, should this situation arise.*