



WESTONBIRT
SCHOOL

TEACHER OF BIOLOGY (Maternity Cover Position)

CANDIDATE PACK -



WELCOME FROM DINA POROVIC

A very warm welcome to Westonbirt!

We are so much more than a school. We are driven by an unshakeable commitment to enabling young people to flourish and thrive in all aspects of their lives. We believe in nurturing individuals who grow up knowing their own worth and the positive impact that they can make. We are guided by a deep belief in the endless potential of every child, which underpins our pursuit of excellence and the high expectations that we have of them.

We model for our pupils a collective lifelong commitment to learning. We are ambitious for and on behalf of them. Intellectual curiosity and an appreciation of the beauty and fragility of this world underpin the approach we take to ensure that the experience of learning is relevant and inspiring. Set within an extraordinary natural environment, Westonbirt offers space to think and to create. This freedom allows pupils to challenge themselves without fear, understanding that growth comes not from the pursuit of perfection, but from effort, reflection and resilience. Individuality is celebrated and pupils develop confidence that is grounded and authentic.

Life at Westonbirt extends far beyond the classroom. Whether through sport, music, drama or creative pursuits, whether leading or learning a new skill, pupils are encouraged to push beyond known horizons and challenge their pre-conceived limitations. They are supported by exceptional staff who are invested in ensuring every child is known, valued and guided to become the very best version of themselves and to experience success.

Westonbirt is a community bound by shared values and a fierce sense of loyalty. We aim to develop young people who are compassionate and courageous, ready not only for university or the next stage of their education, but for exciting, fulfilling and productive lives well beyond their school years. While we are proud of the outcomes our pupils achieve, we measure our success by the stories they create and the good they go on to do in the world.

If our vision and commitment to young people inspires and excites you then I very much hope that you will consider applying. A warm welcome in the most beautiful setting awaits you!



Dina Porovic
Head



THE OPPORTUNITY

We are looking for an inspiring, engaging and talented teacher who has the relevant skills and experience to teach Biology across the school to all key stages including A level (KS3 to KS5).

The successful candidate will be passionate about their subject, dedicated to providing exceptional learning experiences within and beyond the classroom, and keen to contribute to all aspects of School life.

This is a part time (0.8), fixed term, maternity cover role to cover a period of maternity leave up to 1 year.

HOURS, SALARY & BENEFITS

Hours: This is a part time (0.8) fixed term maternity cover role for up to 1 year.

Salary: An attractive salary and benefits package will be provided.

Benefits:

- Defined contribution pension scheme of up to 15%
- Means tested staff discount
- Complementary lunch
- Access to the group's counselling scheme
- Personal accident at work cover
- On site parking
- Cycle to work scheme

APPLICATION & KEY INFO

Applicants should complete the school's application form - [link here](#)

The application form may be accompanied by a covering letter of no more than one page.

Interviews to be held as we receive applications and we reserve the right to withdraw the vacancy should we appoint a suitable candidate prior to the closing date.

Westonbirt Schools are committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers, reference and medical checks and the Disclosure and Barring Service.

Wishford Education is an equal opportunities employer and welcomes applications from all backgrounds. Appointments will be made solely on merit and will be made without regard to age, disability, gender, nationality, race, colour, ethnicity, or religion.

If you need any adjustment for the application or interview process please contact:
michelle.andrews@westonbirtschool.uk



JOB DESCRIPTION

Teaching and Learning:

- Planning and preparing lessons that are engaging and suitably adapted to the needs of the learners in the class
- Marking and moderating of work according to school guidelines
- Assessing, recording and reporting on the development, progress and attainment of pupils
- Organising and participating in extra-curricular activities
- Contributing to the development of the department's provision in and beyond the classroom

Key Events and Academic Calendar:

- To attend parents' evenings, open mornings and where appropriate to the role, or delegated by the DHA, information evenings and other events as required.
- Support relevant outreach events with feeder schools
- Support other key school events, such as performances, extracurricular trips and activities week trips
- Attend all calendared INSET days

Continuing Professional Development:

- Commitment to maintaining excellent subject knowledge and staying abreast of curriculum and pedagogical developments within the subjects they are employed to teach
- Support department members and others with professional learning whenever possible

Parents:

- Ensure good and timely communication is maintained with parents of pupils, this should encompass areas such as progress, attitude, behaviour and expectations as well as trips and organisational matters
- Report home as part of the school reporting cycle about the progress, effort and attainment of pupils.

General Duties:

- Act as a form tutor for a group of students, monitor their individual wellbeing and academic progress and maintain strong relationships with them and their parents/guardians
- Attend assemblies and deliver content during tutor periods as directed by the pastoral team
- To contribute to boarding life through the evening and weekend programme
- Ensure the safe and appropriate behaviour of students outside of lessons
- Raise issues with Heads of Year or the safeguarding lead according to school policy
- Lead extra curricular activities and show a commitment to the development of the whole child



General Duties Continued:

- Respond in a timely and thorough way to requests for information about the progress and attitude of pupils both to parents and staff as required
- Uphold school values and promote the school on a local, national and international level as appropriate
- Be aware of and comply with health and safety policies, legislation and best practice
- To work within the school procedures and codes of practice
- Attending and participating meetings arranged for purposes of any of the above
- To undertake such other duties as required by the Senior Leadership Team.

PERSON SPECIFICATION

The successful candidate will have the following skills, experience and qualities:

Skills:

- Committed to deliver outstanding teaching based on exceptional subject and pedagogical knowledge
- Excellent communication skills and ability to build relationships with pupils, parents and colleagues
- Excellent planning, administration and time management skills
- The ability to work to deadlines

Experience:

- Educated to degree level with Qualified Teacher Status or keen to achieve QTS
- A track record of excellent pupil progress and attainment
- Evidence of a commitment to continuing professional development

Personal Qualities:

- A 'can do' attitude and the willingness to work hard to get things done
- Ambition, energy, enthusiasm and commitment
- Interest in, and a keenness to be involved with, the extra-curricular life of the school
- A confident and caring approach that ensures positive relationships with colleagues, parents & guardians and pupils
- Be able to take the initiative; able to take an idea, developing it through to completion
- Have a good sense of humour and be flexible and adaptable.
- Excellent organisation skills
- Excellent verbal and written English skills, an eye for detail.
- A proactive worker, who is able to work independently as well as part of a larger team.

SAFER RECRUITMENT

Westonbirt School recognises its responsibility to safeguard and promote the welfare of the children and young people in their care.

This responsibility encompasses the following principles:

- To protect children from harm (maltreatment).
- To prevent impairment of children's health and development.
- To ensure that children are growing up in circumstances consistent with the provision of safe and effective care, thus enabling those children to have optimum life chances and to enter adulthood successfully.



WESTONBIRT SCHOOL

Westonbirt School is a co-ed independent day and boarding school for boys and girls aged 2 to 18 years, located in the Cotswolds, 90 minutes from London. At Westonbirt you will find an inspired community, set within 210 acres of parkland grounds and a breathtaking mansion. With an ethos of greenhouse not hothouse, success is celebrated and talent is nurtured. The School campus includes a Sports Centre and Swimming Pool and a 9-hole Golf Course.

The School consistently achieves excellent academic results and provides the pupils with a broad range of extra curricula activities to give depth to the learning. All pupils are inspired to achieve their very best potential and leave School with confidence and an ambition for lifelong learning.

The School was recently voted 'Co-educational Independent School of the Year' at the 2023 Independent School of the Year awards and is also included in the Fortune 'World's Leading Boarding Schools' 2023 report with a five star review.

For more information on Westonbirt School, please visit: www.westonbirt.org

WISHFORD EDUCATION

Wishford Education is a leading provider of independent education in the UK. Our group includes independent prep and senior schools, nurseries and day and residential camps. Varied in character but united in ethos, our schools, nurseries and camps understand where the true value of an independent education lies, and provide high-quality learning, outstanding opportunities and a happy, caring environment in which children achieve amazing things.

Founded in 2011, the group currently comprises ten independent schools in Wiltshire, Gloucestershire, Berkshire, Buckinghamshire, Oxfordshire and Kent as well as two thriving day nurseries in Wiltshire, an international summer school and an activity camps business.

The group is growing and we expect a number of additional schools and nurseries to join us in the near future.

For more information on the Wishford Schools group, please visit: www.wishford.co.uk

