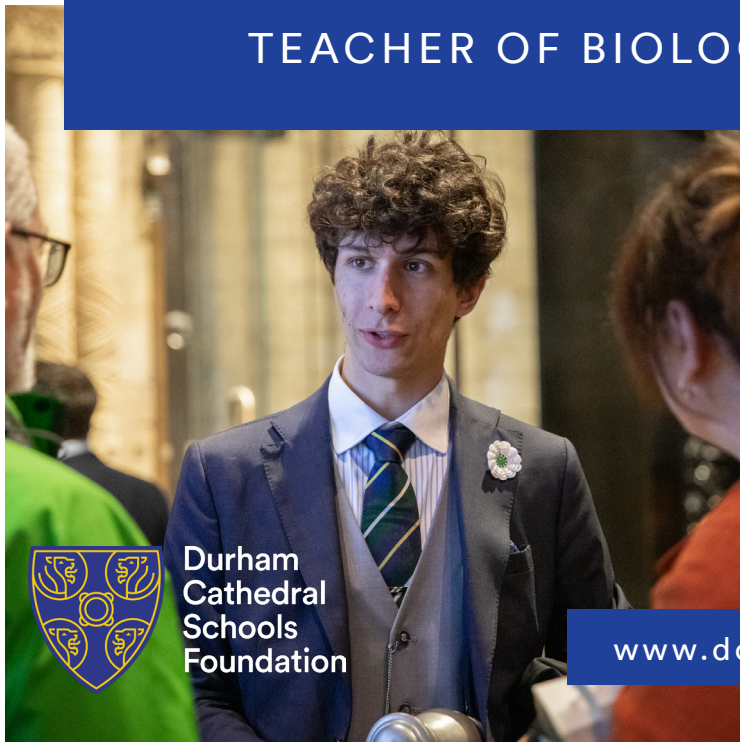




RECRUITMENT PACK

TEACHER OF BIOLOGY (SEPTEMBER 2024)



Durham
Cathedral
Schools
Foundation

www.dcsf.org.uk







KIERAN MCLAUGHLIN

PRINCIPAL

WELCOME

In so many ways, all schools are similar and yet all schools claim to be different; so what is the unique quality that makes DCSF distinctive?

In short, we compete. In comparison to most schools, DCSF is small, but we do not let that stand in our way. Pupils here do lots of things that revolve around their education: sport, music, drama, outdoor pursuits, and so the list goes on. Pupils represent the school at county, national, and international levels, achieving impressive standards in all that they do and competing with the best of them.

Pupils dedicate time to these activities because they are fun and enhance CVs but, more importantly, because they develop the pupils as people; they learn to compete, they learn to win, and they learn what to do when they fail or lose. Balancing all this with academic work is never easy but pupils learn from the very beginning that examinations cannot get in the way of an education that will last a lifetime.

There are many tasks which might compete as the most important for any headteacher, but getting the right people on the bus is not only a privilege but also the guarantee that DCSF remains distinctive and all that it is. The teachers here dedicate themselves to their pupils, they inspire questioning and a love of learning, and contribute to a warm and lively community.





WORLD CLASS LOCATION

“I got off at Durham, intending to poke around the cathedral for an hour or so and fell in love with it instantly in a serious way. Why, it’s wonderful – a perfect little city – and I kept thinking: ‘Why did no-one tell me about this?’ I knew, of course, that it had a fine Norman cathedral but had no idea that it was so splendid. I couldn’t believe that not once in twenty years had anyone said to me, ‘You’ve never been to Durham? Good God, man, you must go at once! Please – take my car.’ I had read countless travel pieces in Sunday papers about weekends away at York, Canterbury, Norwich, even Lincoln, but I couldn’t remember reading a single one about Durham, and when I asked friends about it, I found hardly anyone who had ever been there. So let me say it now: if you have never been to Durham, go at once. Take my car. It’s wonderful.”

Bill Bryson, *Notes from a Small Island*

M

MORAL INTEGRITY

We have the courage to say and do the right thing

We demonstrate a will to do the right thing

We can be relied upon to do the right thing

We act in private as we do in public

We stand firm for what is right

We challenge things we think wrong and are open to challenge from others

We are accountable for failure as well as success, and do not allocate blame

We demonstrate and promote honesty, and are true to ourselves



A

AMBITION

We achieve our goals by consistently working toward them

We go above and beyond the call of duty

We re ambitious when we set goals for ourselves

We seek help and support before giving up and identify lessons in setbacks

We encourage all to develop maximum potential and support others to achieve

We embrace opportunities, challenge, and seek to develop our skills and talents

We identify opportunities for School Development



R

RESPONSIBILITY

We do what we say we will

We are punctual and prompt in all that we do

We use our resources responsibly, developing and caring for our environment

We act before being asked and consistently deliver on expectations

We prepare thoroughly for all tasks

We are accountable for our actions

We encourage autonomy in all and seek leadership

We acknowledge and seek to resolve problems

We pioneer better ways of doing things



K

KINDNESS

We are open and approachable to all, no matter their gender, faith, race or background

We welcome and listen to the opinions of others and look to engage and involve a diverse range of views in the community

We attend to and include newcomers and those needing help, and actively build relationships

We support each other and stand up for fellow colleagues and pupils

We acknowledge individual needs within our diverse and inclusive community

We speak positively of the School community, and are positive in responding to questions



OUR VALUES

The Durham Cathedral Schools Foundation is underpinned by its values. For over 600 years, Durham Cathedral Schools Foundation has prepared the young of today to be the leaders of tomorrow in the lessons we teach both in and outside the classroom, but more importantly in the values we encourage in every aspect of our daily lives. Moral integrity, ambition, responsibility, and kindness are the MARK of a Durham Cathedral Schools Foundation education.

We are ambitious for pupils, staff and wider school community.

- We want individuals to strive for excellence in all they do.
- We want them to aim high and involve themselves in all areas of Foundation life with commitment.
- We want individuals to grow as people by taking advantage of all the opportunities that are available to them at DCSF.
- With a Christian ethos underpinning our values, we want all members of the Foundation community to be tolerant, respectful and kind.
- We want individuals to become fully integrated members of the community, taking responsibility and fulfilling their leadership potential.
- We want to educate and support the Choristers of Durham Cathedral so that they can sing the daily praises of God.
- We want all Choristers to avail themselves of all the opportunities available to them at the Foundation.
- We want the DCSF community to be diverse and inclusive, with each member working together as part of one family.
- We want everyone in the DCSF community to be known as an individual, supported in their ambitions.
- We want DCSF to play a wider role in the life of the City, Region and beyond through building sustainable partnerships.

Traditionally Modern

Learning has been part of the life of Durham for a thousand years. The Durham Cathedral Schools Foundation was formed in 2021 as a result of the merger between Durham School and The Chorister School.

Both schools have been at the heart of the city's education for most of that time; founded in the early fifteenth century as schools for "grammar and song" by Bishop Thomas Langley, Durham School was again refounded by Henry VIII in 1541. In a somewhat odd local tradition the Cathedral is often known as Abbey, especially by Dunelmians and Old Dunelmians.

Durham School moved from its mediaeval home on Palace Green to its current location in 1844; although the city centre is only five minutes' walk away, the School has a peaceful, rural atmosphere.

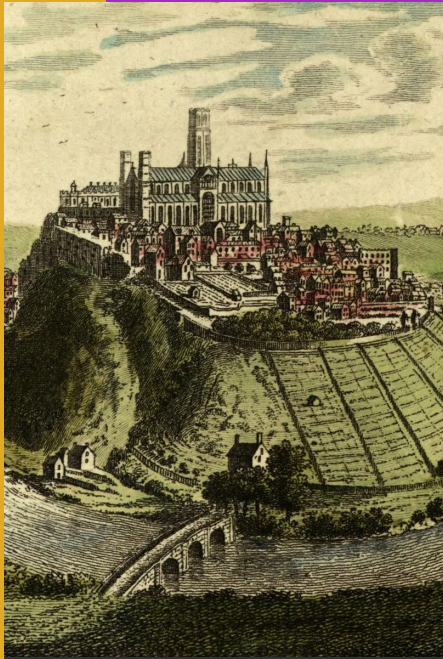
Today, the Foundation educates around 750 pupils. The Chorister School is our prep school, and is for girls and boys aged 3-11. Durham School is our senior school, and is for girls and boys aged 11-18. Boarding is available to pupils aged 8 and up, and 20% of our pupils board. Just over a third of our pupils are girls.



Our vibrant and successful Sixth Form prepares pupils for the next stage of their journey. Within a community shaped by moral integrity and kindness, we cultivate ambition and responsibility, giving all Dunelmians the foundations to be happy and make a positive mark in the world.

By embracing this ethos, our pupils not only learn to pass their examinations today, but also receive an education that gives them confidence for life and respect for all.

Durham Cathedral Schools Foundation has a long and ancient history. The secret to our longevity is our passionate teachers, who, using innovative approaches and new technologies, seek to kindle the intellectual curiosity of our pupils, preparing them to answer the questions of tomorrow.



1414 & ALL THAT

Durham School was refounded in 1414 by Bishop Thomas Langley. Its origins go back to the Diocese of Lindisfarne, founded by St Aiden in 635 and the building of Durham Cathedral in 995, by Aldhun.



1844: NEW SITE

The School has moved sites three times since 1414, settling in its current location in 1844, just across the river from the city.



2021: THE FOUNDATION

In 2021 Durham School was reunited with the Chorister School after over 600 years of separation to form the Durham Cathedral Schools Foundation. Other former constituent schools include Dunelm School and Bow School.



OUR FUTURE

The Foundation has a proud history but also a fantastic future. Working in partnership with overseas investors, we have developed new schools in Doha, Dubai and Kenya. We are also thriving domestically, with 750 or more pupils across the Foundation. In Spring 2024 we announced the creation of a third senior girls' house, Lodge House, and plan to open new sports facilities in time for the 175th anniversary of our Rugby Club, DSFC in 2025.





THE POSITION

This position represents an excellent opportunity for a suitably well-qualified individual to teach Biology from September 2024.

The position is full time subject to a satisfactory probationary review. All staff at Durham Cathedral Schools Foundation are expected to contribute fully to the life of this busy and successful School.

The Foundation is committed to promoting the safeguarding of children and expects all employees to share this commitment. Any job offer will be made subject to satisfactory checks, including an enhanced DBS disclosure.

Durham Cathedral Schools Foundation is an equal opportunities employer and welcomes applications regardless of age, gender, race, religion, disability, or sexual orientation.





THE DEPARTMENT

We have a thriving science department at DCSF in which we teach KS3 Science in Year 7-9 and then GCSE and A Level Biology, Chemistry and Physics in Years 10-13.

We have very healthy numbers at A Level in all 3 Science areas and continue to grow and expand with dedicated laboratories for teaching. We have nine full or part time members of the team as well as two highly supportive technicians. At GCSE we offer both routes of AQA Trilogy and Separate sciences and students who go on to study Biology A-Level study the AQA specification.

We also run science-based clinics and clubs and encourage our students to take part in the Biology Olympiad each year. There is a very busy schedule of extra-curricular activities on offer in the Biology department and we pride ourselves on providing a rich and diverse experience for our pupils. In recent years the GCSE and A Level results have been very strong.

JOB DESCRIPTION

Key Function

Teacher of Biology

Line Manager: Head of Biology

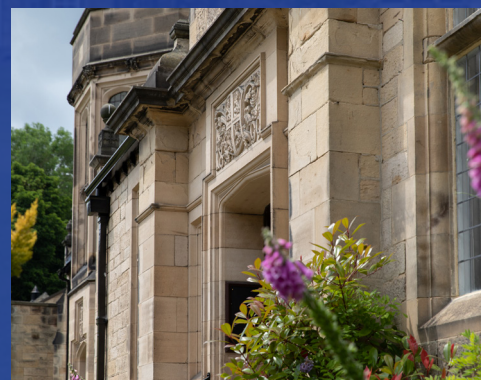
Mentor: Director of Science

The Role

- This position represents an excellent opportunity for a well-qualified individual to join our team in September 2024.
- As a Biology Teacher you will be able to teach KS3 sciences and Biology to GCSE. Ability to teach A Level Biology would be highly desirable. You will deliver high quality, learner-focused education providing a secure and friendly environment in order for your students to succeed. In your role you will also take part in extracurricular science-based events throughout the year.
- You will have consistently high expectations of yourself and your pupils, and should demonstrate excellent classroom management and pastoral skills.
- The post is suitable for either someone seeking a first appointment or an experienced teacher looking for a new and rewarding challenge.

Curriculum Expectations

- Teach engaging lessons across Key Stage 3 and 4 . At Key Stage 4 these lessons will follow the Edexcel specification
- Contribute to the preparation and writing of schemes of work and use a variety of methods of teaching and assessment.





- Provide pupils with regular feedback, both written and verbal.
- Provide parents with written reports on their students' progress and to attend parents' meetings.

Extra-Curricular Expectations

- Participate fully in the wider life of the Science Department, and provide inspirational opportunities to pupils of all ages and abilities.
- To assist in planning of appropriate trips, visits and workshops relevant to our pupils needs
- To collaborate with the team on our Science Week and Activities Week provisions.

Other Responsibilities

- To act as a positive role model to our students and promote the school M.A.R.K values
- Take a share of supervising duties, invigilation and cover for absent colleagues.
- Be responsible for the supervision, control and proper use of teaching rooms, materials and resources, following specific health and safety issues and regulations.
- Undertake any other reasonable tasks required by the Principal and/or Director of Science.
- Be a House tutor with pastoral responsibility for a group of pupils.
- Have high professional standards and so be an appropriate role model of reliability, behaviour and appearance.
- Facilitate the development of children's confidence, ambition, responsibility and personal pride in achievement, behaviour and appearance.



	Essential	Desirable	
Professional	Strong academic background	•	
	Relevant degree from a recognised university in Biology	•	
	Relevant teaching qualification [QTS]	•	
	Teaching to A level [or equivalent]		•
	GCSE or A level examiner		•
	A record of and commitment to continuing professional development	•	
	Excellent and effective classroom management skills	•	
	Using technology in the classroom	•	
	An awareness of safeguarding issues, legislation and good practice	•	
	Able to analyse data effectively	•	
	Able to work on one's own as well as in a team across the width and breadth of the school community	•	
	An ability to represent the school on public occasions in a professional manner	•	
	To be aware of general developments in education		•
	Enthusiastic about working in a school environment and with young people	•	
	Experience of running enrichment activities	•	
	Ability to support the co-curricular life of the School	•	
	Knowledge of the UCAS application process and willingness to learn about alternative options.	•	
	Able to lead, manage, and motivate others	•	
	Able to inspire, to teach and motivate learners	•	
	A people person with a sense of humour, who can show both sensitivity, decisiveness, flexibility, authority and warmth at the appropriate times	•	
Excellent IT literacy	•		
The ability to balance broad strategic thinking with attention to detail		•	
Personal	To uphold the School's core values publicly	•	
	To be organised with ability to prioritise and work to deadlines	•	
	Have an excellent punctuality and attendance record	•	
	Be of smart professional appearance	•	
	Confident and authoritative	•	
	Excellent written and verbal communication skills	•	
	Have a willingness to engage in further training	•	
	Good judgement of people and situations	•	

OUR STAFF



Miss Louise Hinde

Languages' Teacher & Explorer

"Learning a language is about more than simply vocabulary and grammar, it is about opening worlds; I try to show my pupils that their worlds should never be limited by language."



Mr Andrew Beales

Development Director

"My role is all about creating opportunities for young people with the support of Foundation community. From the archives through parents, alumni, to lettings and events the Development Office is a driving force for change at the Foundation.

Individuals need to develop too, and I am grateful the School have helped me to undertake an MBA in Educational Leadership."

ADDITIONAL INFORMATION

Other Information

Boarding is a thriving part of Durham Cathedral Schools Foundation; we offer a wide range of co-curricular activities, and would welcome any successful candidate who can make a commitment to leading & supporting an activity or sport.

The Application

All applications are to be submitted on the School's application form; these are obtainable from the School website: www.dcsf.org.uk. Alternatively, please contact the Principal's PA, Mrs Emma Mussell, on 0191 731 9270. principal@dcsf.org.uk.

The Deadline

The deadline for all applications is noon on Thursday 2nd May but please feel free to submit your application as soon as possible.

The Interview

Interviews will commence the week beginning Monday 6th May. Further details and a schedule will be provided in advance of the interview.

Safeguarding

Durham Cathedral Schools Foundation is committed to promoting the safeguarding of children and expects all its employees to share this commitment. Any job offer will be made subject to satisfactory checks, including an enhanced DBS disclosure.

Equal Opportunities

Durham Cathedral Schools Foundation is an equal opportunities employer and welcomes applications regardless of age, gender, race, religion, disability, or sexual orientation.



128 staff



100+
activities



25 A level
options



1:7 total staff to pupil ratio



130 Teams



95.5% A*–C at A level

Confidence for Life
Respect for All

STAFF BENEFITS



Free Gym use &
Nationwide Discounts



Training & Development
to Masters Level



Company Pension
Scheme



Apprenticeships to
Diploma Level



Free Lunch



Onsite Medical Centre



Fee Remission



Electric Vehicle Scheme



Free Will Service



Employee Wellbeing
Support



Enhanced Sickness Pay



Free Parking



GET IN TOUCH:

+44 (0)191 731 9270

hr@dcsf.org.uk

dcsf.org.uk

Durham Cathedral Schools Foundation

Quarryheads Lane

DH1 4SZ

Registered Charity No. 1023407



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