

Position of
**TEACHER OF BIOLOGY
(MATERNITY COVER)**

Yarm School,
North Yorkshire



YARM SCHOOL

EDUCATING FOR LIFE

Co-educational | Day School | Ages 3-18 | HMC



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MATERNITY COVER TEACHER OF BIOLOGY (YEARS 7-13)

Applications are invited for the post of Teacher of Biology from September 2023. This is a full-time maternity cover position and will commence at the beginning of the autumn term (Tuesday 29th August). Candidates should be able to teach across the full age range, up to and including A level. If you have any further queries about the role, please raise them in the first instance with the Head of Biology, Mr Tom Newman (ten@yarmschool.org).

THE CANDIDATE

We seek to appoint a well-qualified Teacher of Biology who, as a full-time maternity cover, can teach across Years 7-13 in the Senior School. The successful candidate will be an inspirational teacher and must be exemplary in carrying out their professional responsibilities. They will wish to work collaboratively in ensuring that pupils have an engaging experience of the subject, provoking intellectual curiosity and developing academic rigour. Aside from a passion for teaching Biology, all applicants should be keen to contribute to the broader life of the school through cultural, sporting or other extra-curricular activities. This is an expectation for all teachers at the school.

BIOLOGY AT YARM

The Biology Department works alongside the other science departments in a purpose-built facility with a total of eleven laboratories. Three well-equipped Biology laboratories are serviced by a central, departmental preparation room and greenhouse. The department consists of six members of teaching staff who are well supported by an experienced, specialist Biology technician. We value practical Biology highly and are able to dedicate a significant proportion of curriculum time to developing pupils' practical skills. We form a collaborative and supportive team, united by our passion for teaching Biology.

In First Year (Year 7), pupils study an in-house general science course for 2 periods per week. From Second Year (Year 8) until GCSE, pupils study Biology for 2 periods per week. At GCSE all pupils study Biology, the majority taking the AQA GCSE Biology qualification (8461), with a significant number taking AQA GCSE Combined Science: Trilogy (8464). Class sizes are relatively small (approximately 20) which enables teachers to really get to know their pupils. Previous years' results in Biology have been excellent and we routinely expect two thirds of pupils to achieve at least a Grade 7 (A) and over half of our pupils to achieve Grade 8 (A*) or above.

At A level, the department follows the AQA specification (7402). Biology remains one of the most popular subjects at Yarm and in a typical year we would expect to recruit around 45 students, with a significant number of them choosing it to prepare for highly competitive medicine, dentistry and veterinary applications at university. Results at A level are very strong, with over half of our students achieving A*/A grades in the past five years. This is partly a reflection of our small class sizes (maximum of 16) and ample curriculum time. We also support a number of successful Oxbridge applicants every year. Practical and fieldwork experience is central to the A level course and activities outside of school include a three-day ecology fieldwork trip for the Lower Sixth. We are always looking to grow the vibrancy and range of experiences available to our students, so the successful candidate would be expected to contribute to this culture.

The science departments comprise a thriving, close-knit community of dedicated teachers. New ideas are encouraged and teachers cooperate across the three departments to ensure that science continues to flourish. It is hoped that the successful candidate will be both dynamic and forward thinking, able to interact well with both colleagues and pupils alike.

THE SCHOOL

Yarm School was founded in 1978. Growing quickly since that time, it is now firmly established amongst the country's leading co-educational day schools, with a superb academic reputation as well as a firm commitment to extra-curricular activities and trips. In addition to the Senior School, there is a Preparatory School, and a Pre-Prep which includes a Nursery. In total, there are over 1,100 pupils between the ages of 3 and 18. There is an impressive array of facilities and accommodation at the Senior School, including a large classroom wing on the banks of the Tees which enjoys beautiful views, a dance studio, extensive sport and drama facilities, underground changing rooms and a bar serving the award-winning Princess Alexandra Auditorium.

The Pre-Prep and Preparatory Schools have their own self-contained accommodation on a safe and equally delightful site. The Pre-Prep is housed in a modern purpose-built development, whilst the Preparatory School is located on the site of the original Yarm Grammar School founded in 1590.

The School has ample outdoor space, sporting facilities, a boat house and friendly communal areas. A timber yurt provides space for the outdoor education and eco school curriculum.



LOCATION

Yarm is a beautiful market town on the edge of the Teesside conurbation which enjoys easy access to both town and countryside, including the nearby North York Moors, Yorkshire Dales and stunning coastline. Opportunities for outdoor pursuits and exploration of all kinds are many and varied. Similarly, the cities of Newcastle, York and Leeds are within close range and provide much in the way of arts and culture. With superb rail network links in the town itself and nearby, London is also only 2.5 hours away by direct train.

The school is very much a part of the town, with pupils, staff and parents enjoying all that the buzzing High Street has to offer by means of shops and cafes.

PASTORAL CARE

There is a strong sense of community at Yarm. We aim to provide a caring and safe environment in which each pupil is able to realise his or her full academic, social, cultural and sporting potential. Our values are based on respect for every member of the community, on thoughtfulness and on courtesy.

Every pupil has the right to look for happiness and security at school and we believe that it should combine high personal and social standards with a friendly atmosphere and mutual tolerance in which pupils of all ethnic and cultural backgrounds, of all religious persuasions and of various levels of ability are welcome and supported.

We recognise that our pupils have various talents and differing rates of development and therefore attach great value to every achievement, however modest, which stems from their efforts. Therefore, we positively encourage an appreciation of, and respect for, the work of every member of our community.

The Schools each operate a 'house system' to promote friendships between pupils of different year groups, to offer opportunities for working as a team and to develop an even greater sense of belonging. A spirit of friendly rivalry exists between the Houses, rivalry which is given ample opportunity to manifest itself in a wide range of inter-house competitions. Students are encouraged to develop a sense of pride in their House, working not just for themselves but for others. Charity fundraising activities and trips out are also organised by the houses.

ETHOS

Yarm has a strong commitment to educating the whole child – 'educating for life'. We offer an extensive range of extra-curricular opportunities, both within and outside lessons, which help to foster inter-personal skills, confidence and build relationships. A Yarm education is about far more than just academic achievement.

Each pupil is strongly encouraged to take part in extra-curricular activities. There is a huge range of clubs and societies which meet either during the two timetabled Activity lessons, at lunch-time or after school on a regular basis. Over 50 activities take place each week, as diverse as canoeing and chess, community action and gardening.

Sport plays an important role in the life of the school, not just through the generous time provision for PE and Games lessons, but through the many opportunities to represent school teams in a diverse range of sports and at all ages. Facilities are superb and cater impressively for rugby, hockey, netball, rowing, tennis, cricket, rounders, athletics and general fitness.

At weekends and during the holidays there are frequent trips and expeditions, many of them adventurous. Outdoor education is a major part of life at Yarm, and pupils can explore caves, climb mountains or traverse entire countries in canoes! We have two full time, highly qualified members of staff whose sole remit is to provide these fantastic opportunities.

The school life of Yarm pupils is varied, exciting, and fast-paced. There is never a dull moment as we embody our philosophy of 'educating for life'. Our teachers embrace the extra-curricular programme and enjoy the opportunity it affords them to pursue areas that interest them or indeed learn new skills themselves.

The performing arts are thriving at Yarm. Music enhances the everyday life of the School. With outstanding facilities, such as the 750 seat Princess Alexandra Auditorium, the Studio Theatre, Dance Studio, Recital Room and the superb Music School we offer an extremely vibrant programme of concerts, recitals, plays, dance shows and musicals. Many cultural events which take place in the stunning Princess Alexandra Auditorium are open to the wider community and regularly attract audiences in the many hundreds.



BENEFITS OF TEACHING AT YARM

We have a staff of highly qualified and enthusiastic teachers who first and foremost nurture the development of each child in our care.

The teaching staff comprises 63 full-time and 18 part-time staff in the Senior School; there are a further 24 full-time and 7 part-time teachers in the Preparatory School. In total, the School employs some 240 individuals, many of whom have important specialist, professional and technical skills and experience to facilitate the smooth-running of the School.

The Headmaster, Dr Huw Williams, is a member of the Headmasters' and Headmistresses' Conference (HMC). The Head of the Preparatory School is a member of IAPS and also represents the School at HMC Junior Heads' meetings.

Yarm has an exceptionally well-qualified and dedicated staff. Teaching groups are considerably smaller than in the maintained sector, with classes typically being of

around 20 pupils in years 7-11 and lower still at Sixth Form. The facilities, resources and positive ethos make for a particularly happy working and learning environment and teaching staff receive a generous discount on school fees. Employees are offered a generous staff benefits scheme which provides discounted shopping, days out, restaurants, gym membership and more. Yarm and the surrounding area are wonderful places to live.

Yarm School has its own competitive pay scale which exceeds the National teachers' scale. School holidays are longer by about 3 weeks than those in the state sector. Free school meals during term-time are offered to teachers and are very popular and staff rooms have complimentary coffee/tea biscuits.

Many staff make use of the School's fitness suite and sports facilities.

There is ample free parking on site.

CRIMINAL RECORDS CHECK

Yarm School is required to seek a Disclosure from the Disclosure and Barring Service (DBS) in respect of successful applicants for all posts at the School where staff may come into contact with children. A criminal record will not necessarily be a bar to working in the School. Applicants who are invited to interview will be asked to submit a self-declaration form before attending the interview in which they will answer a number of targeted questions about any criminal history or information that would make them unsuitable to work with children. More information about this can be found at:

<https://www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide>.

A copy of the School's policy on Vetting and Suitability Checks and the DBS Code of Practice may be obtained from the School Manager. Before an appointment is made routine checks will be undertaken to confirm identity and qualifications etc.

This post is a pupil-facing role and is therefore exempt from the Rehabilitation of Offenders Act 1974. This means that you will be required to confirm that you are not on the DBS Children's Barred List or disqualified from working with children, and further to declare any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020) or other Orders of the Courts made against you, even if they would otherwise be regarded as 'spent' under this Act.

SAFEGUARDING

Yarm School is committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to vetting checks including an enhanced DBS check.

Applicants for all vacancies at Yarm School are encouraged to read these policies on our website before applying:

[Safeguarding and Child Protection Policy](#)
[Vetting and Suitability Policy](#)

EQUAL OPPORTUNITIES

Yarm School is committed to ensuring that all job applicants and members of staff are treated equally, without discrimination because of any protected characteristics as defined in law. We welcome applications from anyone who considers that they meet the requirements of the job advertised.

APPOINTMENT PROCEDURE

Applications will only be accepted on the application form provided by the School. This should be completed electronically. All questions must be answered. The candidate may also submit a Curriculum Vitae if he / she wishes but this is not a requirement. Applications should be submitted by email with a covering letter explaining why the candidate and post are mutually suited.

APPLY

The application form is available on the [Yarm School website](#).

Deadline: as soon as possible and no later than midday on Wednesday 22nd March. The school reserves the right to interview before the closing date if appropriate to the context of the field. **Early applications are therefore very much encouraged.** Applications should be submitted to:
head@yarmschool.org
Headmaster, Dr Huw Williams
Yarm School, The Friarage, TS15 9EJ
01642 786023

