



# ROEDEAN

Independent Girls' Education  
11-18 Day and Boarding

Roedean seeks a  
Biology Teacher



[www.roedean.co.uk](http://www.roedean.co.uk)



ON SITE FARM	FOUNDED <b>1885</b>	<b>46%</b> BOARDING
<b>6</b> OFFERS FOR OXBRIDGE		BEST EVER GCSE & A LEVEL GRADES IN THE LAST 2 YEARS
ACADEMIC MENTORING PROJECTS	<b>45</b> ACRES	
FLOOD-LIT ALL-WEATHER <b>PITCH</b> ON SITE	<b>160</b> CO-CURRICULAR ACTIVITIES	<b>355</b> -SEAT THEATRE
GIRLS FROM OVER <b>33</b> COUNTRIES	<b>£11m</b>  BOARDING REFURBISHMENT	<b>125</b> YEARS ON CURRENT SITE
<b>ISI</b> (NOVEMBER 2021) EXCELLENT IN ALL AREAS	<b>ON THE CLIFFS</b> OVERLOOKING THE ENGLISH CHANNEL	<b>700</b> STUDENTS ON ROLL

# Welcome to Roedean



Roedean is an extraordinary school on an extraordinary site – the girls play cricket and hockey with the sea's blue in front of them and the green of the South Downs behind them, the Maths and Humanities classrooms have perhaps the best views of any in the country, and which other boarding houses have been likened to a boutique hotel? But it is not just the location, but the strong academic focus with a genuine belief in the importance of creativity and an all-round education that makes Roedean unique.

This is an exciting time for Roedean which has just marked the 125th anniversary of the School on its current iconic site, although the School itself was founded in 1885. Ever since its foundation, Roedean has been renowned for providing girls with an exceptional holistic education, and this certainly remains the case today: the girls excel in many fields, achieving excellent academic results, while also playing music beyond diploma level, and throwing themselves into partnership work in the community. There are A-E teams in Key Stage 3 Sport, girls achieve Advanced 1 in Ballet, design and race their electric car at Goodwood, artists win undergraduate places at Central

St Martin's, and a team of 6 students successfully swam across the Channel to France in June 2022 and hope to repeat this in Summer 2024.

The School has grown from 360 students in 2013 to around 700 on roll in 2024, and about half of that number are day girls, joined by boarders from over 33 countries.

Roedean's trajectory is very clearly upward, and the findings of our exceptional ISI Inspection reports in 2016 and 2021 judged Roedean to be 'excellent in every category' – the school is certainly 'going places' (Good Schools' Guide), and where it will be in the coming years is an exciting prospect.

Roedean really is a great place to teach – we hope that you would like to join us.

**Niamh Green**  
**Head**

# The Role

## TEACHER OF BIOLOGY



Reporting to the Faculty Lead, Science and the Head of Biology in the first instance, the postholder will teach Biology across the age range, including A-level. There may be an opportunity to take on Second of Biology for the right candidate and this may be discussed at interview.

# The Faculty



Science is a very strong faculty within the school and the three sciences are taught as discrete subjects from Year 8. There has been an impressive uptake at A level in all three sciences, and an excellent history of success at both GCSE and A level. In addition, Psychology is part of the faculty and a very popular A level subject with around 26 pupils in year 12.

All students are taught by subject specialists and the following courses are offered:

Year 7 are taught all three sciences by one teacher and have three 50-minute lessons per week following the Oxford KS3 Science Activate Course.

Years 8 and 9 have one 50-minute lesson per science per week and carry on following the Oxford KS3 Science Activate course in Year 8 and start the IGCSE course in Year 9. There are between four and six teaching groups in each of these years with class sizes of up to 20 pupils.

In Years 10 and 11 students opt to take either Edexcel IGCSE Triple Certificate Science or Edexcel IGCSE Double Certificate Science. Girls considering taking any of the three sciences at A level are strongly recommended to take the Triple Certificate and the majority of girls (around 85 %) do opt to take the Triple route. The Triple Scientists have three lessons per science per week in Years 10 and 11, the Double Scientists two (except in Year 11 Biology, when they have three); both cohorts are taught in mixed ability classes. Class sizes may be up to 22 pupils.

Years 12 and 13 have six lessons per week, split evenly between two teachers. All three sciences follow the Edexcel Specification. Psychology, which also forms part of the faculty, follows the AQA specification. There are up to three teaching groups in each of these years (depending upon pupil numbers), the groups being determined by the blocking system. Class sizes may be up to 15 pupils. Virtually all students go on to a variety of courses at top universities, both in this country and abroad.

Popular courses taken at university by our scientists include Medicine, Law, Veterinary Science, Engineering, Biology, Biochemistry, Chemistry, Chemical Physics, Physics, Mathematics, Dentistry, Sports Science, Accountancy, Economics, Architecture, Psychology, Computer Science, Pharmacy, Physiotherapy, Occupational Therapy, Nutrition, Cosmetics Science, Business Management and Art Renovation.

The Science Faculty help to run activities such as a STEM Discovery Day along with supporting science activities for our local state primary school, St Mark's, and a variety of other local primary schools through the school's Community Action Program (CAP) on a Wednesday afternoon. We offer a comprehensive co-curricular program with each member of staff contributing at least one activity to the program ranging from Astronomy Club to our student-led Medical Society (MedSoc) to the very popular CREST awards (Bronze

& Silver). We also help the school celebrate British Science Week by taking over the school with fun science activities and competitions.

Close collaboration exists between the Physics, Chemistry and Biology teachers and there are separate technicians for Physics, Chemistry and Biology. Weekly meetings of the Heads of Department ensure a united vision for the Faculty which is disseminated out to department members.

# The Department



The Biology teachers teach Year 7 Science and in Year 8 Biology, the Oxford Key Stage 3 Activate course is broadly followed. We do like to take the advantage of any other exciting Biology that may be happening, for example the arrival of lambs, chicks and ducklings at our farm.

Students begin their Edexcel IGCSE in Biology in Year 9, then choose to continue with this as a separate science in Years 10 and 11 or follow the Combined Science route. For the past three years, 80 % or more of the Biology separate science students have achieved grades 7-9 at IGCSE level.

For A Level, we follow the Edexcel Biology B Specification. There are normally 2 or 3 teaching groups in each of Years 12 and 13. Class sizes may be up to 15 pupils. For the past three years, approximately 75 % of students have achieved A\*-A and many have gone on to study Biology-related courses at University, including Medicine, Veterinary Medicine, Natural Science, Biochemistry and Biological Sciences.

Considerable practical work is carried out by students in all year groups, but particularly by A Level students, both to ensure that all Common Practical Assessment Criteria (CPAC) are met and to prepare them for their written examinations. Year 12 students visit Wakehurst Place as part of their practical work and Year 13 undertake a seashore study in front of the school as part of theirs.

We have a track record of excellent achievement in Biology competitions (e.g. British Biology Olympiad and Biology Challenge) including students achieving Gold Awards and in the case of the Olympiad, being selected for the team U.K. selection round.

We take part in many whole school initiatives, including British Science Week activities, forensic science days and the ecology component of Year 7 Wild Fridays. We are pleased to help oversee the student-led Medical Society and work with students on Biology related EPQs and academic essays.

The Biology Department can be found in a suite of three spacious, purpose-designed laboratories. These are resourced to a high standard, including with interactive whiteboards.

Above all, the Biology team at Roedean School have enormous passion for their work. We routinely share ideas and resources to make learning Biology here fun, engaging and inspiring for all of our students.

# Main Duties



The applicant will be expected to fulfil the usual professional responsibilities of a teacher at Roedean (see statement of professional duties document) including:

- Plan and deliver differentiated lessons.
- Provide effective verbal and written feedback to students to enable progress, communicating with parents, tutors, Heads of Year and house staff where appropriate.
- Attend staff and departmental meetings.
- Maintain up-to-date records of attendance, assessment, planning, reports and communication with parents.
- Contribute to curriculum planning.
- Contribute to departmental extra-curricular programme.
- Contribute to the provision of targeted academic support sessions.
- Participate in ongoing professional development related to new developments in Biology.

# Person Specification



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| <ul style="list-style-type: none"><li>• Specialist Teacher of Biology with a good honours degree.</li><li>• The ability to teach to KS5 is essential.</li><li>• The ability to teach Chemistry and/or Physics to KS4 would be an advantage.</li><li>• Much administrative work is computer based and a good level of ICT is necessary. All school reports and grades are written onto the School's</li></ul> | <ul style="list-style-type: none"><li>Information Management System.</li><li>• An enthusiastic, committed and motivated contributor to the wider activities of the department.</li><li>• An individual who is able to work independently as well as in a supportive team.</li><li>• Statutory ECT induction is provided.</li></ul> |
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The School does not have a licence to sponsor migrants under the worker or temporary worker routes. Individuals who wish to work at the School will therefore need to hold or establish immigration status that allows them to work in the UK. The School is legally required to check that all successful job applicants hold the right to work in the UK before work can commence.

# The Package



**Salary:** An appropriate point on the Roedean Teacher's pay scale according to qualifications and experience.



Other Benefits include:

- **Pension** – Contributory pension scheme
- **Remission of fees** for a daughter attending the school, in line with the current policy of the School Council, subject to the usual standards and procedures for admission (currently 40 % - pro rata for part time staff)
- **Dining and refreshment facilities** throughout the school day whilst on duty
- **Sports and Leisure** – use of the swimming pool, fitness suite and tennis courts (subject to availability). Weekly yoga classes are available after work
- **Wellbeing** – Staff have access to a confidential advice and telephone support service. Regular staff social events.
- **‘Cycle to Work’ scheme**
- **Free parking on site**

## Safeguarding



The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School s/he must report any concerns to the School's Designated Safeguarding Lead or, if he/she is the School's DSL, to the Head and relevant agencies.

children. In addition to normal pre-employment checks, this appointment will be subject to a prohibition order check, an enhanced DBS check and a safeguarding interview.

Roedean is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Roedean in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, colour, religion, disability, sexual orientation and beliefs.

Roedean is committed to the safeguarding of

## How to Apply



Applicants must complete the application pack and return it to [vacancies@roedean.co.uk](mailto:vacancies@roedean.co.uk) or via post to Louisa Butler, Recruitment Manager, Roedean School, Roedean Way, Brighton, BN2 5RQ.

If you have any questions about the role, please email Louisa Butler in the first instance - [vacancies@roedean.co.uk](mailto:vacancies@roedean.co.uk)

Closing date for applications is 9am, 12 April 2024. Due to the need to appoint quickly we reserve the right to interview and appoint at any stage of the process.

This job description may be reviewed from time to time in light of changing circumstances and if it is necessary to amend/alter this, those concerned will be consulted.

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Roedean is committed to the safeguarding of children. In addition to normal pre-employment checks, this appointment will be subject to a Prohibition from Management Check, a prohibition order check, an enhanced DBS check and a safeguarding interview.

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Closing date for applications is 9am, 13 March 2024. Interviews will be held 19 March 2024. Successful candidates may also be required in School on 18 March 2024.

This job description may be reviewed from time to time in light of changing circumstances and if it is necessary to amend/alter this, those concerned will be consulted.



# Why Teach at Roedean?



At Roedean, we are seeking talented and dedicated members of staff with a passion for their subject and for education per se; they will be teachers who are experts in their subjects and will challenge the girls to think for themselves and become independent in their learning. The enthusiasm of our teachers is complemented by regular opportunities for the girls to meet and hear from successful female role-models, such as at our annual International Women's Day Festival, when over twenty speakers come to Roedean, and Baroness Floella Benjamin, who addressed the entire School at a Black History Month Lecture, was a true inspiration. We also enjoy regular visits from our Ambassadors: Kate and Helen Richardson-Walsh, who won Olympic Gold in Rio 2016, are our Sports Ambassadors; Dr Suzie Imber, Professor of Space Physics, is our STEM Ambassador; and Anabela Chan, jewellery designer, is our Creative Arts Ambassador.

It is a genuine pleasure to teach the girls – they are engaged and motivated, and this is clear from their academic achievements. In 2023, the students achieved the School's best ever A Level and GCSE grades in non-Covid times: at A Level, 55.5% of all grades were A\*-A, and 28.2% were A\* grades; at GCSE, 74.3% of all grades were at Grade 9-7, and 32.1% were awarded Grade 9. We are delighted that the girls consistently achieve excellent

academic results, and this provides a strong springboard to success in Higher Education and beyond. It is noteworthy that nearly a third of last year's leavers went on to study STEM subjects at university, highlighting that the School bucks the 'girls can't do Science' stereotype.

In our teachers, we are looking for quality and enthusiasm, and a desire to spark the girls' intellectual curiosity and watch them grab whatever they discover and run with it. Our aim is for the students to become life-long learners and leaders, always keen to undertake new challenges and learn from their experiences, and Roedean has the same wish for its staff; the school is happy to provide support and training to facilitate professional development if needed.

Teachers at Roedean work excellently as part of a team, prioritising the girls' interests, and giving them support and space to develop their talents and interests. The staff enjoy strong and meaningful relationships with the girls, characterised by mutual trust and respect. If you are passionate about getting the best out of every single girl, and watching them grow into independent and resourceful young women, a job at Roedean is for you.







# The School Today



Roedean now numbers around 700 girls, the result of an annual growth of 15 % since 2013, and it is enjoying markedly increased interest, both from local families and from those in London who are choosing to take advantage of the weekly and flexi-boarding opportunities. There has been an enormous growth in the number of pupils from Sussex and the UK, and there are about 310 boarders in the school.

Roedean brings together students from over thirty-three countries around the world and those who live very locally; these different cultures and experiences add a great deal to the girls' experience, particularly in our increasingly globalised society, and the ISI Inspectors remarked that 'the cultural development of pupils is excellent', and commented on the 'mutual tolerance and respect' which came from the integration between pupils from different countries, and between the day girls and those who board. 80 % of the girls in the first three years are now from the

UK, and, in recent years, many local girls have had the opportunity to join the Sixth Form from state schools nearby, benefitting from the School's Brighthelm Awards.

Our partnership with St Mark's Primary, in the Whitehawk estate, is hugely rewarding for the pupils at both schools – there are over 20 joint weekly activities, we fund-raised and built a Library on their site from scratch, and one year-group comes to Roedean each week for a morning of academic and sporting enrichment. Furthermore, the Roedean Academy, a programme of academic enrichment for Year 10 students, brings together academically gifted and engaged students from six local schools in the maintained sector with those at Roedean, to challenge their academic expectations and broaden their horizons.



### ROEDEAN'S ETHOS

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Founded in 1885 by three sisters to provide 'a thorough, physical, intellectual and moral' education with 'as much liberty as is consistent with safety', the School has always broken the mould. Today, Roedean is determined to empower the girls to challenge themselves to realise their considerable potential; they are given the opportunity to grow up at their own pace, not constrained by finite expectations, and they have the freedom to develop their talents and passions. Roedean's ethos is clearly focused on the remarkable benefits of a holistic approach to education, in which academic pursuits are complemented by a wide range of co-curricular activities, and the founding Lawrence sisters would be delighted with their legacy today. With over 160 activities on offer every week, the girls enjoy international travel awards, a Farm on the school site, the annual House Drama Festival, and our flood-lit all-weather pitch. Roedean girls excel in a range of sports, and many musicians and dancers perform beyond Grade 8 level – all such activities have their own intrinsic

value, but they also have huge benefits for the girls' academic endeavours. In 2021, the School introduced 'Wild Fridays', a programme which sees all of Year 7 spend every Friday afternoon outside, learning bushcraft skills and orienteering, looking after the animals on the Farm, and outdoor adventure – and they love it!

At Roedean, there can be no doubt that the girls' rounded education 'makes a considerable contribution to their personal development' (ISI Inspection), and it is precisely this which produces independent and creative young women who will make their mark in the world. In the same way that Roedean encourages the girls to pursue a variety of interests, we expect the staff to be committed to the busy life of this boarding school; it is wonderful when staff join the orchestra or play in the staff-student sports fixtures, and the girls love it when members of staff congratulate them on their role in the previous night's play or the goal they scored in the fixture at the weekend.

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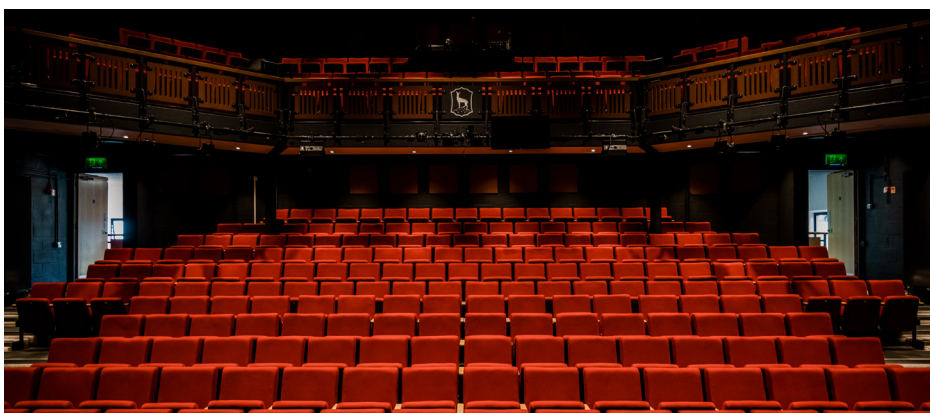
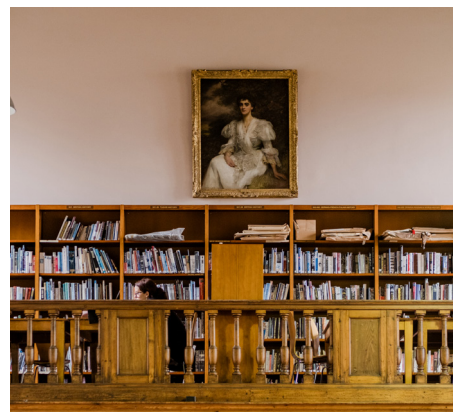
### ROEDEAN'S CAMPUS AND FACILITIES

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Roedean is located on a beautiful 45-acre campus, and owns a further 75 acres of land adjacent to the site. It is the only school in the UK to be set within a National Park and on a coastline, as well as being in the boundaries of a vibrant city. The Grade II listed main building and Keswick House were designed by the leading Victorian architect and Roedean parent, Sir John Simpson, who also designed the original Wembley stadium. The main building incorporates the four main boarding houses, the dining rooms, the Library, and the teaching and administration spaces. Later additions include the Chapel, Science Laboratories, the Theatre and dance studios, the Music wing, Keswick House and Lawrence House. We also have an indoor swimming pool, a Sports Hall, which includes a multi-gym, and numerous playing fields to the front and side of the school. The School has completed

a £11 million modernisation of the five boarding houses, which includes the significant and sensitive redesign of almost 300 bedrooms, communal spaces, and private study areas for both boarding and day girls, and both Tatler and the Sunday Times drew close comparisons with the accommodation in high-end hotels. With a £1½ million refurbishment of the Sixth Form facilities in 2019, a small Farm on site with sheep, chickens, ducks, and pygmy goats, a refurbishment of our 355-seat Theatre in 2021, and a new all-weather flood-lit pitch at the heart of the School, Roedean certainly has wonderful facilities and buildings. A transformation of the Library, which began in April 2023, promises to deliver an outstanding study, research, and exhibition space within the School's original school hall, further enhancing Roedean's academic provision.





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