



West Kirby

Grammar School

Teacher of Biology

September 2025

MPS/UPS

Graham Road, West Kirby, Wirral. CH48 5DP

www.wkgs.org

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Advertisement & Information

Teacher of Biology

September 2025



Teacher of Biology

Full-time, permanent. Required for September 2025

The Governors of this exceptional Grammar School wish to appoint a well-qualified and enthusiastic Teacher of Biology for September 2025. This is a full-time, permanent post. The ability to teach Biology at both GCSE and A-level is highly desirable. A strong degree in Biology or a related discipline is sought.

The Biology department at WKGS is an experienced and successful team, committed to fostering a passion for Biology within our student body. The successful candidate will be dedicated to delivering high-quality teaching and learning while contributing to the department's exceptional extracurricular offer. Our enrichment programme includes field trips, guest speakers from leading universities, and STEM outreach opportunities.

We are seeking an individual who is passionate about Biology and committed to developing students' curiosity and enthusiasm for the subject. The ability to bring innovative teaching strategies and a strong subject knowledge to the department is highly desirable. The successful candidate will have access to well-equipped laboratories, collaborative colleagues, and motivated students who engage actively in their learning.

This post would be equally well suited to an experienced practitioner looking for a new challenge or an Early Career Teacher (ECT), for whom we offer extensive support, mentorship, and development opportunities. We are committed to professional growth and provide a supportive environment in which all teachers can thrive.

At GCSE, students follow the AQA Biology specification, studying either separate sciences or combined science over a two-year KS4 programme. A-level students follow the AQA specification and benefit from six 50-minute lessons per week. Biology is a high-achieving subject at WKGS, with 54% of GCSE students achieving grades 9-7 and 58% of A-level students achieving grades A - B in 2024*. The department prides itself on providing enriching learning experiences both inside and outside the classroom.

West Kirby Grammar School is a very successful selective girls' school with a coeducational Sixth Form. There are approximately 1200 students on roll, and results are exceptional. In 2024, the Progress 8 score was +0.42, with 51% of results at grades 9-7 and 15% at grade 9. At A-level, 61% of grades were A - B*, with the average grade being a B.

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Further information and an application form are available to download from the School's website (www.wkgs.org) or by contacting the School on 0151 632 3449. A completed application form and a letter addressing the content of the person specification (no longer than two sides of A4) should be submitted to office@wkgs.net for the attention of Mr S. Clarke, Headteacher.

Closing date: Monday 24 March at 9am

Anticipated interview date: Friday 28 March 2025

If you have any questions regarding the post, please contact the school for further information.

Person Specification

Teacher of Biology

September 2025



Job title: Teacher of Biology

Reporting to: Head of Biology

Grade: MPS/UPS

This person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.

E: Essential D: Desirable

1. Qualifications

Degree or equivalent in Biology or a related subject (E)

QTS (secondary phase) (E)

Further degree or related qualification (D)

2. Experience

Successful delivery of Biology at GCSE Level (E)

Experience of contributing to extracurricular activities (E)

Experience of accompanying or leading trips (E)

Successful delivery of Biology at Advanced Level (D)

Experience of engaging in outreach programmes or competitions (D)

3. Knowledge and Skills

Strong understanding of curriculum design and implementation (E)

Ability to inspire students through extracurricular activities and external opportunities (E)

Effective assessment methods to monitor student progress (E)

A deep understanding of best pedagogical practice to ensure ambition and challenge for all students (E)

Effective use of interactive technology in teaching (D)

Awareness of modern scientific developments and their relevance to society (D)

4. Special Requirements

A belief in the potential of all students to perform at the highest level (E)

Empathy with students and colleagues (E)

Enhanced DBS clearance and identity checks (E)

Willingness to contribute to the wider life of the school (E)

Excellent references (E)



West Kirby Grammar School is a vibrant and thriving girls' grammar school of more than 1200 students aged 11 to 18, including around 50 male students in a coeducational sixth form of over 350.

As a school, we believe there are no limits on a student's potential: with the right approach to learning every student can reach levels of attainment and achievement that might previously have been considered the preserve of a 'gifted and talented' few.

Our values are inspired by our school motto: *ad metam contendo* - strive towards the goal.

These six core values aren't simply words on a page – we live and breathe them every day, driven by our determination to inspire and support every child in the pursuit of their goals, whatever they may be:

Community

- We're proud of our sense of community and family at WKGS, as well as our contribution to the local and wider community.
- We choose to be collaborative, caring and kind, showing empathy and honesty in our actions.
- We value our tradition and have a vibrant House system that helps to create a compassionate and caring community.

High Expectations

- We are aspirational for ourselves and those around us, taking great pride in our achievements.
- Our work is goal-orientated, celebrating success in different forms while striving for excellence in our pursuits.
- We naturally have high academic expectations and challenge everyone to achieve their full potential, both inside and outside of the classroom.

Opportunity

- We offer exceptional opportunities for all in a wide variety of contexts.
- Our extensive curriculum ensures that every student has the opportunity to discover their talents.
- We encourage everyone to embrace our extra-curricular provision and wide range of enrichment activities; we promote leadership at all levels.

Innovation

- We strive to create the leaders of tomorrow; individuals who are daring and forward thinking and who work to inspire those around them.
- Creativity is highly valued, and we aim to find inventive and enterprising solutions to the challenges we face.
- Change is embraced as we develop inventive new practices and systems.

Curiosity

- We encourage all members of our community to display a love of learning and to show an inquisitive approach to challenge.
- The ability to reflect on practices is key, along with a passion to improve. Asking questions to deepen understanding and looking beyond the confines of the curriculum is actively encouraged.

Endeavour

- We work with motivation and resilience, whatever the challenge ahead.
- Determined to succeed, we challenge ourselves and those around us to improve
- We engage with our tasks and work with perseverance to achieve.



Staff Wellbeing

The wellbeing of staff is central to the approach taken by Governors, the Headteacher and the SLT at West Kirby Grammar School.

We have an excellent sense of community within our whole staff, who work very hard as a team to support one another in their endeavours. Below are examples of some of the systems we have developed to help maintain a happy and positive staff.

- Access to a comprehensive range of health and wellbeing services offered by Education Mutual
- Deadlines well publicised and staff consulted on annual calendar
- Reduced data collections to ensure no collections for data's sake
- In-house Wellbeing Manager available to all staff, and Staff Wellbeing Committee that monitors and responds to staff needs.
- Greater PPA time than national recommendation
- Dedicated classroom wherever possible for teaching staff
- A flexible and generous approach to family appointments and child events
- Complimentary tea and coffee
- Complimentary Christmas Dinner for all staff each year
- Staff Christmas Cake baking event
- Complimentary coffee and cake mornings or afternoons
- Access for all staff to Positive Psychology Coach
- Opportunities for professional development always considered
- Considerate approach to lesson observations, drop-ins and learning walks
- Headteacher 'Open Door' Policy at all times
- On site car valeting offered

Life in West Kirby

WKGS is a nurturing and supportive institution with exceptional rates of staff retention. Very few staff move on each year and these are largely due to opportunities for promotion or staff retirement.

West Kirby is a fantastic place to work and live. Found on the North West coast, it is regularly rated in The Times as one of the Top 10 places to live in the North West. Just half an hour by train from Liverpool, it is a beautiful seaside town with a high street full of independent shops, the Marine Lake, the picturesque Hilbre Island and miles of sandy beaches.



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