



Hymers
College



One school, two sites, one collective vision:

To offer a life-changing education of all-round excellence with a strong academic thread; to be the school of choice in East Yorkshire and the Humber area, and a flagship for the independent sector in the north of England.

Welcome from the Head

Dear Applicant,

Thank you for your interest in being part of the Hymers community.

From Pre-School right through to Sixth Form, Hymers offers the very best in education, facilities, pastoral support and co-curricular opportunities for those aged 3 - 18.

We put our children at the centre of all that we do. Across our two campuses - Hymers Hessle Mount and Hymers College campuses - our creative and dynamic team supports pupils on their learning journey, inspiring them to become independent thinkers who are interested and engaged in the world around them.

Hymers also offers a supportive system of pastoral care with a strong tutorial system and House system. We recognise that the social and emotional development of pupils is of equal importance to their academic progress. As such, the co-curricular offering outside the classroom is second to none. We want our pupils to thrive during their time at school and we aim to give them the very best possible start in life.

If you feel you share similar aspirations for young people and would like to work in a forward-thinking environment where creativity and collaboration are highly valued and staff wellbeing and development are at the forefront, then we look forward to receiving your application.

Justin Stanley, Headmaster



Why work at Hymers?

We are committed to providing a healthy and caring environment that promotes wellbeing and supports positive mental health. In collaboration with Optimus Education, we are currently working towards achieving a Wellbeing Award.

As an employee at Hymers College, you'd have access to a wide range of perks. Here are just a few:

- **Benefits:** Generous staff pension scheme, Christmas shutdown and a discount on school fees for your children (on application and subject to eligible criteria).
- **Health:** Access to our fully qualified nursing team, free eye testing for VDU users, annual flu vaccinations and Employee Assistance programme (with a confidential emotional support helpline).
- **Personal Development:** Access to online training from the National College, Optimus Education and iHasco.
- **Leisure:** Free use of fitness suite, dedicated staff swim times, weekly yoga sessions, full library access, Cycle to Work Scheme and a staff social committee who host regular events.

About Hymers College

The Reverend John Hymers, Fellow of St John's College, Cambridge and Rector of Brandesburton, a village 10 miles north of Hull, left money in his will for a school to be built "for the training of intelligence in whatever social rank of life it may be found among the vast and varied population of the town and port of Hull". Hymers College opened in 1893 as a school for boys. Although the school has remained true to its Founder's intentions, the catchment area now stretches from Scarborough to Grimsby and Scunthorpe, and the school has been fully co-educational since 1989.



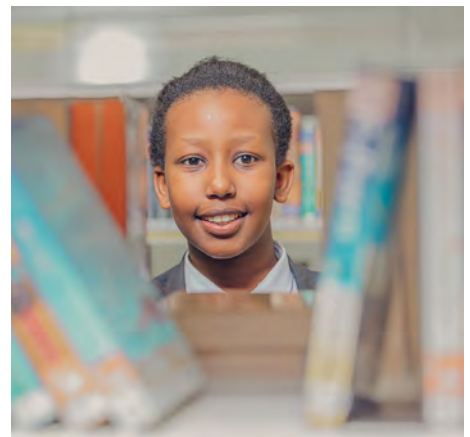
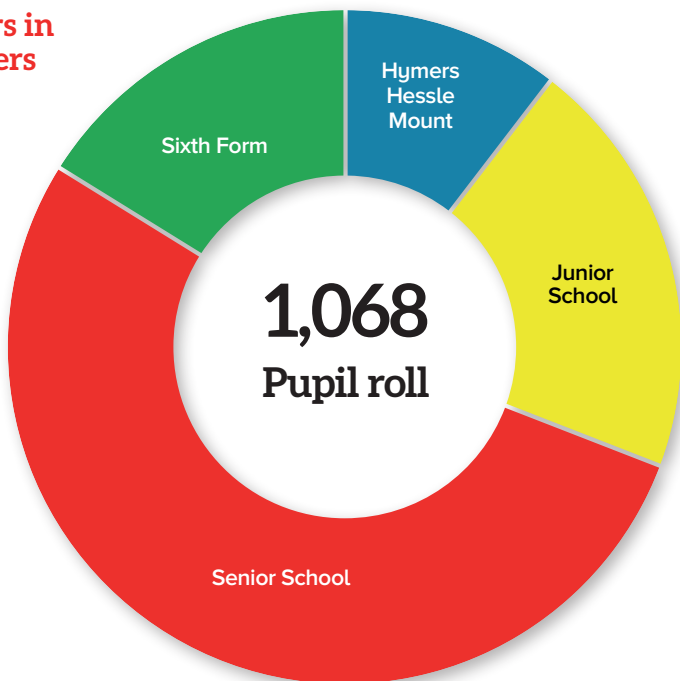
Hymers College is an independent day school and the Headmaster is a member of the Headmasters' and Headmistresses' Conference (HMC). The school is recognised as one of the leading schools in the northeast for its academic, sporting and musical achievements. Pupils and ex-pupils, parents and staff often highlight the all-round education, the friendly and relaxed atmosphere within an ordered framework, and the relationships between staff and pupils that are found at Hymers. The Governors' vision for the school in the 21st century is that the school will:

- Maintain an emphasis on excellence in all that it does
- Provide a broad education that will enable our pupils to become well-rounded and balanced people
- Continue to offer outstanding value for money to parents
- Contain as wide a social base as fee-remission funds will permit
- Will incorporate new ideas and facilities when appropriate.

They are committed to a process of continuous improvement in services and facilities, funded by healthy annual financial surpluses and, in recent times, by several substantial legacies and benefactions. Priorities are reviewed regularly.



Hymers in Numbers



64% GCSEs Graded 9-7

59% A Level results A*/A over the last 3 years

110+
Hymers sports teams will play fixtures in 2023-24

100+
clubs run per week at lunchtime or after school

Est. 1893
Co-educational for 35 years

18
pupils trained as Anti-Bullying Ambassadors

65
students trained to be pastoral Buddies to younger pupils

£7,930
raised for our dedicated charities in 2023



Job Description – Teacher of Biology

required for September 2024

Employed for:	Full-time
Term:	Permanent
Responsible to:	Head of Biology
Place of work:	Hymers College, Hymers Avenue, Hull HU3 1LW

The Deputy Head Management, Mr Robert Wright, would be delighted to discuss the school or answer any questions over the phone (01482 343555) or by email at rpwright@hymers.org.

Completed application documents, including an accompanying letter of application, should be emailed to headmaster@hymers.org no later than 12pm on **Friday, 10 May**, with interviews to take place on **Friday, 17 May**.

The Person: Hymers College is seeking to appoint an outstanding Teacher of Biology, with the required ability to teach GCSE and A Level Biology. The ability to teach to GCSE in another science should be detailed in the accompanying letter of application, though is not an essential requirement of the appointment.

The role would suit an experienced teacher with a proven record of success or a more recently or newly qualified teacher, in a school where teachers are enthusiastic practitioners of their subject and have a strong sense of community. In any case, you will strive to be innovative and highly committed, and keen to communicate your love of the subject and the wider world of biology and related disciplines, both in your lessons and beyond the timetable.

The Department: The Biology Department is located on the western side of the school site, overlooking the extensive grounds. There is a suite of four laboratories; three are located in a self-contained building, alongside a prep room and teaching staff office area, and the refurbished fourth is located within the main Science block. With this appointment, the department in 2024-2025 will consist of four full-time teachers and two part-time teachers. A designated Laboratory Technician supports the teachers with all practical requirements for lessons. All students in the Senior School have a Chromebook as part of the school's ICT Strategy and staff are encouraged to develop their pedagogy with the appropriate use of technology.

Students in Year 7 study combined science taught by a single teacher, and study Biology, Chemistry and Physics as separate sciences in Years 8 and 9. At the end of Year 9, students opt to study either all three sciences as single subjects, or to study Trilogy Science, which covers one third less content from each of the sciences. Typically, approximately three quarters of students choose to study the separate sciences. The department follows the AQA GCSE specification. In 2023, 50% of grades in GCSE Biology were at 9-8, 67% of grades were at 9-7 and the mean average grade was 7.2.

Take-up at A Level is good – 27 students (out of 109) in Year 12 are taught in three teaching groups. The Department follows AQA's A Level specification. No AS Level qualifications are offered by the school. Over the last 3 years, 25% of A Level Biology grades were at A*, 51% were at A*/A, and 75% were at A*-B.

There is a strong emphasis on practical work in lessons and field trips are run in the summer term to Bempton (Year 8) and Filey (Year 10). There is a compulsory field course at the Cranedale Centre, near Malton, in March or April for Year 12 students. In fostering a love of biology, the department regularly promotes competitions within the subject and facilitates learning beyond the specification. A Wildlife Club is run for students in Year 7 – 9, and a Biology Society for students in the Sixth Form. In Summer 2024, the department is running a field trip to Honduras.

Successful staff will become part of the vibrant Hymers College teaching life. Opportunities in the co-curricular delivery of clubs and societies to enthusiastic students add an extremely fulfilling aspect to the job and one difficult to replicate in other schools.

**Generic
Accountabilities
(Teachers):**

- You are expected to uphold and make an active contribution to the aims, ethos and vision of the School and its policies which underpin good practice and the raising of standards. This includes the co-curricular life of the School and attendance at morning assemblies.
- You are required to safeguard the students in your care and to contribute positively to their physical and/or mental wellbeing. This is likely to include the role of Form Tutor whereby you are the primary pastoral carer for students and first staff contact for parents/guardians in that Form.
- You are to carry out the duties of a school teacher as set out in Teachers' Standards – *Guidance for school leaders, school staff and governing bodies July 11 (introduction updated June 2013, latest terminology update December 2021)*, and the Hymers College Staff Handbook and subject to any amendments or future versions of these documents. This includes any duties as may be reasonably directed by the Headmaster.
- You are to demonstrate a thorough and up-to-date knowledge of the teaching of your subject(s) and of its (their) external assessment of GCSE (or equivalent) and A Level (or equivalent). You will also take account of wider curriculum developments which are relevant to your work.
- You are required to consistently and effectively plan lessons and sequences of lessons to meet students' individual learning needs. In addition, you are required to consistently and effectively use information about prior attainment to set high expectations for students and monitor progress, in order to give clear and constructive feedback relating to students' classwork and homework.
- You are required to consistently and effectively use a range of appropriate strategies for teaching and classroom management. As required, you will also supervise and, if practicable, teach other students whose teacher is absent. In addition, you are required to participate in the School's Duty Rota, that provides supervision to students outside of lesson times, and complete administrative and organisational tasks (such as the registration of students).
- As a result of your teaching, it is expected that your students achieve well relative to their prior attainment.
- You are required to communicate with parents/guardians of students in your care, both at scheduled points in the year (including Parents' Evenings and written reports) and otherwise. All communication with parents/guardians will also meet the requirements of GDPR.
- You are required to attend and participate in departmental meetings within the curriculum area(s) in which you teach, and to attend pastoral meetings within the year group in which you may be a Form Tutor.
- You are required to attend and participate in public events, including Speech Day, Open Mornings, Information Evening about the Sixth Form, and Entrance Examinations.
- All teachers will participate in the School's Review System and are expected to take an active role in their Continuing Professional Development. In addition, all teachers are required to attend all INSET days as they appear in the School calendar.

Education:

You will have a university honours degree in Biology or a related discipline, ideally with a recognised post-graduate teaching qualification. The post would suit an experienced or recently qualified teacher. There is the scope to support the Continuing Professional Development of an outstanding teacher. Experience of teaching and/or the ability to teach another science to GCSE level, as well as potential contributions to the school's extensive co-curricular programme, should be detailed within the accompanying letter to the application form.

**Skills and
Aptitudes:**

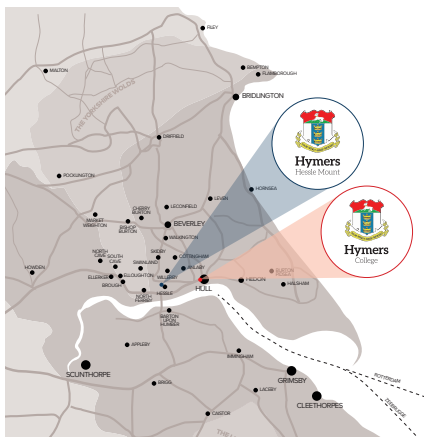
Excellent communication (written and verbal), organisational and time-management skills are essential. Good ICT skills are also a requirement.

Personal Qualities:

- You will possess the ability to relate effectively to the students, particularly those in Years 7 to 13.
- You will show a willingness to undertake a pastoral care role.
- You will be prepared to be flexible in your approach, and willing to adjust to change and development.
- You will demonstrate a commitment to safeguarding and promoting the welfare of children and young people.
- You will have highly effective communication, time management and organisations skills for dealing with students, colleagues, support staff and parents.
- You will have high levels of enthusiasm, energy and drive.
- You will have the ability to work as part of a team.

Additional Information:

- All appointments are probationary for the first year. In practice, newly appointed teachers will be given a clear indication of their progress during their first term, and an unequivocal decision about their future employment will be made at the latest by the end of their second term.
 - All appointments will be required to provide documentary evidence of all qualifications claimed and asked to complete a Medical Declaration Form. All appointments will be subject to satisfactory enhanced checks undertaken with the Disclosure and Barring Service (DBS). Safer recruitment checks, including online searches in accordance with KCSIE (Sept 2022), will be made at all stages in the recruitment process. The ability to commence employment at the school might be delayed if the necessary vetting, identity and qualifications checks have not been completed.
 - Hymers College is committed to attracting and retaining the very best staff, ensuring that the staff community reflects the diversity of students and local community. We encourage applications from a diverse field of candidates. The appointment will be made on merit, following a fair and transparent process.
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Location and Facilities

The main Hymers College campus is based on over 45 acres of beautiful grounds, a mile from the centre of Hull. The original building still forms the core of the school but many buildings have been added including:

- Theatre
- Science laboratories
- Sixth Form Common Room
- Dedicated Junior School spaces catering to Year 3 to Year 6 pupils, including a Music Room and Forest School
- Sports Centre with a 25 metre swimming pool
- Music Centre with a recital hall, rehearsal and music technology rooms, plus a recording studio
- Learning Resource Centre, which was awarded the School Library Association's Innovation Award in 2017

The purchase of additional land has also allowed us to expand our games pitches, develop new tennis courts and a flood-lit all-weather astro pitch.

Hymers Hessle Mount, which is home to Pre-School to Year 2, is set in historic grounds surrounded by plentiful outdoor space, trees and nature. The school is located in the town of Hessle, approximately four miles from the main Hymers College campus. Outdoor learning areas surround the school including a large field, an all-weather garden, two playgrounds and a woodland/nature area. Inside, we have bright, beautiful classrooms and a main hall that is used for assemblies, productions, lunch, wrap-around care and numerous co-curricular activities. The pupils at Hymers Hessle Mount



also use some of the facilities on the main campus including the 25-metre swimming pool, the music facilities and the extensive game fields.

Academic Success

Hymers College is very proud of its academic standing. As a selective school, pupils sit entrance assessments to join in Year 3 and above. Results show we are one of the highest achieving schools in the North East and, indeed, we are consistently ranked as one of the top co-educational schools in the country. The vast majority of our students choose to go on to study at university after leaving Hymers, with a handful gaining places at Oxford, Cambridge and the top London universities each year.

Co-Curricular

Co-curricular activities are an important part of school life at Hymers and pupils are encouraged to engage in a wide range of activities, including:

- Music
- Drama
- Sport
- Army Cadet Force
- Duke of Edinburgh Award
- Young Enterprise
- National Citizen Service

The Local Area

If you are considering relocating, you couldn't choose a better place than Hull and the East Yorkshire region:

Excellent Transport Links

Hull is well served by both road and rail.



The M62 offers easy access to the west and south motorway networks and there are plenty of trains to major cities across the UK leaving our train station regularly. By train you can be in Leeds within the hour, and in London within three hours! The city and surrounding area is also easy to access by public transport thanks to Hull's extensive bus network.

Affordable Housing Costs

The region is known for its affordable housing. Due to Hull's regeneration there are a wide range of property types available - whether you're interested in a leafy suburb or trendy inner city living, you'll be spoilt for choice.

Cultural Excellence

We were awarded City of Culture in 2017 due to our dedication to arts and heritage, but it didn't stop there! Since then the city has continued to thrive with markets, galleries, bars and restaurants popping up everywhere. The Fruit Market on the waterfront is home to Hull's cultural quarter and here you'll find independent shops, eateries and live music venues. There are also plenty of festivals and events taking place in Hull and the wider region, from Pride to Freedom Festival.

Access to Green Space

Following a multi-million pound refurbishment, Hull now has over 130 acres of parkland available for its residents and visitors to enjoy! In addition, Hull is a short drive from the coast and just a little further afield you'll find the North Yorkshire Moors and the Yorkshire Dales, making day trips and weekends away a real treat!