



HEAD OF BIOLOGY

— INFORMATION PACK —



WELCOME

The community of Oundle, in which staff, pupils and the town have coexisted for over 450 years, is quite unique.

Walk around and you will sense both tradition and innovation at every turn, from our remarkable buildings and facilities to the daily interactions that take place within our classrooms. Our teachers live and work in a community from which they draw inspiration constantly. This is a privilege in and of itself. The fact that our teachers do this in the company of our extraordinary pupils, with their endless enthusiasm and thirst for learning both inside and outside the classroom, is what makes Oundle truly special.

Academic rigour lies at the heart of our curriculum. So too does the passion that our teachers have for their subjects. But we do not stand still. Our ability and willingness to change has long been the defining measure of our success, and it is through embracing new facilities, techniques and technologies that we seek constantly to develop our academic curriculum. Our teachers nurture the natural curiosity and ability of Oundelians. We afford them the necessary time, resources and expertise to ensure that each and every pupil is immersed in creative and productive work across the breadth of the curriculum. We acknowledge, pursue and reward academic excellence at every opportunity, be that in the classroom, in our academic societies or in intellectual endeavours beyond the confines of our School.


It is this approach which instils a love of scholarship – a life of learning – in all our pupils and staff, helping to forge an intellectually curious community that collectively seeks to understand better, and ultimately to serve, the complex world we inhabit.

Please do read on and begin to experience Oundle for yourself. A warm welcome awaits.



Schools flourish because of the way in which you treat people. That is not just true of schools, it is true of society and of communities. We value our pupils as able children who love school. What I would say to anyone who is thinking about applying for a teaching role here matches this. If you enjoy the full breadth of school life, if you love your own academic discipline and if you really enjoy the company of teenagers, why wouldn't you work at Oundle? This is not a place where Oxford and Cambridge graduates only dare apply or those with a background in independent schools. This is a living, breathing school with a very diverse pupil and staff body. The teachers who genuinely flourish here are those who are drawn vocationally to teaching and who are aspirational for themselves as well as for their pupils.

Sarah Kerr-Dineen, Head

Hear more from Sarah here: 

“TEACHERS HAVE SO MUCH TIME FOR YOU AND TAKE AN ACTIVE INTEREST IN MAKING SURE THAT YOU’RE STRETCHING YOURSELF. YOU ARE GIVEN SO MANY OPPORTUNITIES AT OUNDLE AND IF YOU MAKE THE MOST OF THEM, YOU WILL JUST FLY.”

Current Oundelian

TEACHING AT OUNDLE

Rooted in a desire to do the right thing by our pupils, our teachers are naturally ambitious and strive for the best in all that they do. And while our pupils yearn to learn, so too do our teachers.

Through immersion in the three coherent strands that define life at Oundle, that of the academic, the pastoral and the co-curricular, our teachers encounter countless learning opportunities on an almost daily basis. Fully supported by our extensive continued professional development programme (CPD), they are able to refine and develop their craft. This unwavering pursuit of excellence in the joyful company of our pupils makes for an unrivalled working environment.

OPPORTUNITIES BEYOND THE CLASSROOM

Pastoral

School life at Oundle is centred around our House system, where loyalties and friendships run deep. All teachers are assigned to a House as a Tutor, assuming responsibility for the academic progress and pastoral welfare of a small group of tutees. Our vertical tutor system ensures all teachers are attuned to the varying needs and demands of all year groups in the School, with endless opportunities for pastoral development.

Co-curricular

The co-curricular offering at Oundle is something to behold. This provision only exists due to the passion and experience of our teachers who throw themselves in to all manner of activities on a daily basis. Just as we ask our pupils to push themselves out of their comfort zones, we ask the same of our staff also. We do so not only to provide enriching experiences for all, but because this is where real learning happens and where lifelong memories are made.

CPD

With senior members of staff dedicated to both Professional Development and Teaching and Learning, our teachers are encouraged to constantly develop their skills in a supportive manner. Initiatives such as Observe in October, TeachMeets, Bitesize PD and Teaching and Learning Book Clubs stimulate professional development and teachers can't help but be actively involved.

Educational Partnerships

Oundle offers extensive opportunities for young people to benefit from academic enrichment events and programmes, working closely with maintained sector schools nearby through the OPEN Learning Partnership and others on a more national scale. Teachers are encouraged to contribute to our educational partnerships programme in a variety of ways, both with our own pupils and those outside our doors.

IS OUNDLE RIGHT FOR ME?



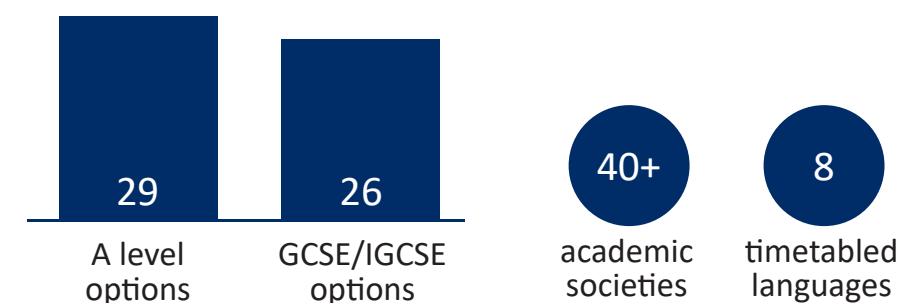
Upon arriving in Oundle, I guarantee you will be struck by the warmth of our community. It is one that continues to attract the very best teachers and the broad range of talents and interests that exist within our staff body is truly humbling. Their love of sport, music, drama, outdoor pursuits and all manner of other activities is matched only by their passion for their subjects and the value they place on academic rigour. Through giving to this community and through facilitating such enriching experiences for our pupils, you will find that your life as a teacher is equally enriched.

Adam Baragwanath, Deputy Head Academic

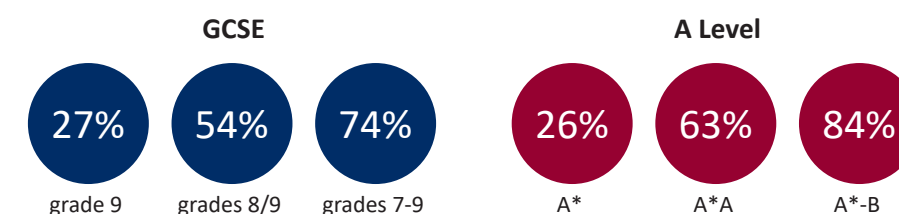


A LOVE OF SCHOLARSHIP

A love of scholarship is an aspiration for every one of our pupils. Success in public examinations forms the basis of our examined curriculum but is only part of our academic approach. A rich and stimulating programme of non-examined courses and electives across all year groups form an integral part of the curriculum.



OUR EXAMINATION RESULTS



BEYOND OUNDLE

On average **10%** of our leavers take up places at Oxbridge each year and **75%** go on to Russell Group Universities. Many look to prestigious universities abroad for higher education with a more global approach.

TEACHING AT OUNDLE IS A DEMANDING JOB BUT IT IS IMMENSELY AND INTENSELY SATISFYING. AS A TEACHER, YOU CAN EXPECT TO GROW, YOU CAN EXPECT CONSIDERABLE PROFESSIONAL DEVELOPMENT AND YOU CAN EXPECT TO BE TAKEN SERIOUSLY AND TREATED LIKE A VALUED HUMAN BEING. THERE IS A HUGE AMOUNT OF GIVE AND TAKE HERE AT OUNDLE AND THE MOST MONUMENTAL MOUNTAIN OF GOODWILL."

Hear more from our teachers about their lives at Oundle:





WORKING AT OUNDLE

There are 800 people who work at Oundle, of whom 150 are teachers. Keeping that body of people together and feeling part of the same enterprise is absolutely vital.

A WONDERFUL PLACE TO LIVE

If you are considering relocating, you will find Oundle to be a beautiful and thriving historic market town in the heart of Northamptonshire, with Peterborough just 15 minutes away and offering a direct 45 minute rail service to London Kings' Cross. Cambridge is under an hour's drive and Norfolk's tranquil beaches easily under two while all major UK airports are within easy reach.

Renowned for its Georgian streets and impressive limestone buildings, Oundle has a spirited cultural and sporting life, with a wide range of sports clubs, independent shops, coffee houses, pubs and eateries. Encircled by the river Nene, the town is blessed with beautiful countryside and many picturesque villages nearby.

SALARY AND BENEFITS

Life at Oundle is immensely rewarding and staff are at the heart of our whole School community. We greatly value the contribution that each and every teacher makes and we are committed to ensuring the best possible working environment, including a generous employee benefits package support and an emphasis on staff wellbeing.

In addition to a generous pay scale, benefits include:

- Enrolment in our competitive and flexible defined contribution pension scheme.
- Generous fee discounts for both Oundle and Laxton Junior School
- Possibility of discounted School accommodation
- An extensive and supportive induction programme
- A firm commitment to your professional development
- Heavily subsidised membership of the Oundle School Sports Centre for you and your immediate family
- Participation in both Electric Vehicle and Cycle to Work salary sacrifice schemes
- Access to a Bupa Wellbeing Health Expenses Plan
- A Life Assurance scheme
- An employee assistance programme offering a wide range of specialist support and advice
- A personal Microsoft Surface Pro for use during your tenure
- Free meals during term time and free parking
- Access to the Cripps Library, including the Rare Books collection
- Free and discounted Stahl Theatre and Music concert tickets
- Heavily subsidised Common Room Bar and socials.

LAXTON JUNIOR SCHOOL

Founded in 1973, Laxton Junior School (LJS) is an integral part of Oundle School, educating children between the ages of 4 – 11. With around 260 pupils, it is a school small enough for everyone to know and look out for each other, but big enough to have great reach across all aspects of the curriculum and beyond.

The vast majority of pupils progress to Oundle and there are strong links between the two schools, including across sport, curriculum subjects and after school clubs. LJS is located with several acres of beautiful green land in the town, benefiting from its own sport pitches while making the most of Oundle's outstanding facilities, including the Sports Centre and SciTec.

www.laxtonjunior.co.uk



**Laxton
Junior School**
OUNDLE



Oundle School
**SPORTS
CENTRE**

OUNDLE SPORTS CENTRE

Our state-of-the-art Sports Centre, which opened in 2020, offers a wide range of classes, fitness facilities and activities on a commercial basis, as well as numerous courses, children's holiday clubs and organised parties. Public access in term time is programmed around the sporting requirements of both Oundle and Laxton Junior School, with both Schools allocated exclusive access to the Sports Centre at key times.

Facilities include a 50m swimming pool, an 8 court hall, a 70 station fitness suite, a dedicated dance studio, three further multipurpose studios and a café. It is the gateway to all School sports and is located next to the original sports centre which, amongst other things, has indoor cricket nets and an indoor climbing wall.

www.oundlesportscentre.co.uk





BIOLOGY AT OUNDLE

Biology, a cornerstone of the Science Department, is housed in the purpose-built SciTec building, completed in 2016 to bring about Oundle School's vision of a STEM campus. Our light and airy classrooms have views over a wild-life area and small lake. In addition to eight large teaching rooms, each with their own wet area, there is a Project Room suitably equipped for molecular biology.



Biology has a strong tradition of teaching through practical and independent project work and the department is extremely well-resourced. With its team of nine teachers, supported by three experienced technicians, practical work plays a key role in engaging and enthusing pupils. Teaching has a 'learning-first' approach and we are an inspiring department at the forefront of our craft.

Biology is amongst the most popular post-GCSE choices with around 40 pupils sitting A level Biology each year; the majority of these choose to explore the subject in more depth at university. We have an excellent track record in preparing pupils for courses such as the Biosciences and Medicine, including excellent Oxbridge success. Additional department programmes support pupils for medicine as well as offering various biology-focused societies and extension groups. The Biology department runs

biennial expeditions with trips which have included Borneo, Ecuador, Mexico and the Galapagos. In 2026 senior pupils and staff are travelling to Indonesia.

The Biology Department recognises its role in preparing future leaders and scientists for the global challenges we face. We encourage pupils to explore Biology beyond the syllabus, enthusing them at an early stage with an exciting programme at KS3 and exposing them to ideas outside the curriculum. Many pupils participate in the various Biology Challenge and Olympiad competitions; there are dissection clubs and lecture series. Others, as senior pupils, lead clubs and societies, exploring their personal interests. Supporting all of this is the enthusiasm of department colleagues, with their complementary skills and interests, experience and expertise, contributing to an exciting workplace.

AVERAGE BIOLOGY CLASS SIZES

GCSE	A level
19	11

OUR CURRICULUM BOOKLETS

GCSE Options



Sixth Form



BIOLOGY IN FACTS AND FIGURES

77

pupils currently studying
Biology in the Sixth Form

9

teachers of Biology

56%

of all grades for Biology are
awarded A or A* at A level

58%

of all grades for Biology are
awarded 9-8 at GCSE



A LARGE PROPORTION OF PUPILS LEAVE TO STUDY FOR DEGREES IN SCIENCE AND ENGINEERING AS A RESULT OF THE HIGH LEVEL OF SKILLS AND INTEREST CULTIVATED IN THE NEW SCIENCE AND TECHNOLOGY BUILDING."

ISI Inspection Report

To find out more about this department and others across the school, visit our [interactive map](#):



THE ROLE: HEAD OF BIOLOGY

TO START IN SEPTEMBER 2025 OR JANAUARY 2026

Are you a dynamic and experienced teacher or Head of Department looking to lead a thriving Biology Department and contribute to the life of a School beyond the classroom walls also?

ABOUT THE ROLE

We are seeking an exceptional Head of Biology to provide strong academic leadership and vision for this popular subject. As Head of Biology you will empower others to deliver an excellent education for our pupils, ensuring the highest possible standards in work and conduct are achieved across the department. As with all our teaching staff, your involvement in the pastoral and co-curricular lives of the school will help you develop outside the constraints of the Department. In return for your dedication and expertise, you can expect to be highly valued and offered further development and support throughout your career.

LEADERSHIP RESPONSIBILITIES

- You will:
- Set the expectations in the department to inspire, motivate, and challenge pupils.
 - Oversee the smooth running of the department, ensuring consistent provision across all teaching groups
 - Lead the department in ensuring the development of the subject, to keep up to date with changes in the curriculum and to encourage a wide range of activities to support the subject in School.
 - Monitor and develop, as necessary, the extra-curricular life of the department (trips, expeditions, Voluntaries, subject based societies, and school-based and national competitions).
 - Assist or delegate support of university applications for pupils applying for related subjects.

ADMINISTRATIVE RESPONSIBILITIES

- You will:
- Hold regular department meetings in order to set standards and monitor progress of pupils, as well as to share teaching expertise and to provide relevant information to the department in a timely manner.
 - Ensure current examination syllabuses are being taught in their entirety, keeping up to date with changes.
 - Take responsibility for setting and marking school admissions tests (e.g. Common Entrance, Scholarship), delegating where appropriate
 - Ensure all predicted grades are submitted on time, and that internal moderation procedures and examinations are carried out effectively with accurate records of achievement kept for the department.
 - Be an active member of the Academic Curriculum Committee (ACC) and attend meetings when required by senior management.
 - Forge links with outside organisations (e.g. prep schools, Rugby Group) in order to promote the subject.
 - Set and implement the department's strategy for managing behaviour effectively to ensure a good, productive and safe learning environment for pupils.
 - In conjunction with Deputy Head Academic, prepare and manage the departmental budget.
 - Lead, monitor and have oversight of department-specific activities for public examinations where appropriate (e.g. for NEA, controlled assessments, coursework, speaking tests).

MANAGEMENT RESPONSIBILITIES

- You will:
- Manage and motivate all department staff, to enable pupils to receive an education in the subject, in a positive, encouraging, and effective working environment.
 - Oversee the continued professional development of the teaching staff within your department through the annual Professional Development Review (PDR) process to foster the development of individuals and of the department
 - Manage external recruitment processes for new members of your department, ensuring adherence to legislative and regulatory requirements, and facilitate effective induction periods for all new members of your department
 - Monitor and manage department staff absence for teaching and non-teaching staff, keeping the Deputy Head Academic informed as appropriate.
 - Contribute to, or take the lead (as appropriate), to employment processes e.g. capability, disciplinary, requests for flexible working, and any matters regarding employee relations.

TEACHING, PASTORAL AND CO-CURRICULARRESPONSIBILITIES

- As is consistent with the role of a teacher in the School, you will:
- Plan and deliver dynamic lessons, tailored to age and range of ability
 - Assess, record and report on the development, progress and attainment of pupils in order to ensure pupils fulfil their potential
 - Reinforce the need for high expectations which inspire, motivate and challenge pupils
 - Use ICT as an effective tool to aid teaching and other classroom resources as appropriate
 - Attend Parents' Receptions, staff meetings, briefings, INSET and courses, as required
 - Assist with departmental clubs and societies, Academic Surgeries, PSHE & study skills sessions, revision sessions and other initiatives
 - Provide written reports and internal comments relating to individual pupils, communicating with Heads of Department, Hsm and Tutors as necessary
 - Promote the general progress and well-being of individual pupils and groups
 - Communicate & consult effectively with parents of pupils and tutees, as and when necessary regarding pupils' achievement & wellbeing
 - Tutor a group of pupils under the guidance of a Housemaster or Housemistress, providing them with guidance and advice on educational and social matters, monitoring their welfare and making relevant records and reports
 - Undertake a weekly duty night in a boarding House, or the equivalent in a day house, and support House events wherever possible.
 - Contribute to the co-curricular life of the School as appropriate. A typical expectation is involvement on a Wednesday afternoon with Community Action or CCF, alongside sports coaching, involvement in the Electives programme, plus opportunities to accompany School trips both in and out of term time.

PERSON SPECIFICATION

- You will be:
- An outstanding teacher with a proven track record in education
 - Passionate about motivating and inspiring others to achieve
 - An enthusiastic advocate of your subject and your continuing professional development
 - Able to inspire, motivate, build trust and develop positive professional relationships at all levels
 - Flexible and resilient with a good sense of humour
 - Organised, punctual, and efficient in organising your workload and managing your time effectively
 - Competent in the use of ICT
 - Willing to play a full part in the co-curricular and pastoral lives of the School
 - You will have:
 - A qualification to graduate level with a good degree in a relevant subject, ideally even a post-graduate qualification
 - Strong communication skills
 - An unrivalled enthusiasm for your subject with evidence of continuing professional development
 - Outstanding judgement and decision making skills
 - The ability to make use of appropriate data to analyse the performance of pupils
 - A strong awareness of Safeguarding/ Child Protection regulations and practices
 - An appreciation of the importance of diversity and respect for British values.

YOUR APPLICATION

If you are an outstanding individual, passionate about your respective field and excited by our philosophy as a School, we would love to hear from you.

- To discuss any of the specifics of the role or the application process, please contact Ashley Tame, PA to the Deputy Head Academic at adtame@oundleschool.org.uk or on 01832 277112.



KEY DATES

Closing date: Tuesday 22 April, 9am

Interview date: Thursday 1 May 2025

HOW TO APPLY

Please complete this [application form](#) and this [supplement form](#), before submitting using the contact details below.

Please note that only fully completed application forms with supplements will be considered. CVs and covering letters are not included in the short-listing process.

SHORT-LISTING

We assess all applications based on the information provided on the application form and will short-list candidate who best fulfil the criteria for the role and the person specification. Subject to the number of applications, short-listing may take place before the deadline for applications has passed. If you have not heard from us within two weeks of the closing date, you can assume that your application is not being progressed on this occasion.

Completed application forms should be returned to:

Post: Human Resources, The Bursary, Church Street, Oundle PE8 4EE.

Email: opportunities@oundleschool.org.uk

Tel: 01832 277193

INTERVIEWS

Short-listed candidates will be interviewed by the Head, the Deputy Head, the Deputy Head Academic and other members of the School management team. You will also be given the opportunity of a School tour as well as the chance to meet members of the department informally over lunch.

SAMPLE LESSON

Candidates invited to interview in person will be expected to prepare and deliver a sample lesson of 50 minutes as part of the interview process, which will be observed by a Head of Department or senior member of staff. Details of the material to be covered will be sent in advance. In our experience, you should aim to have enough material to fill the time available but avoid trying to cover too much. Pupils will expect, and should be asked, to be involved in a range of different tasks that challenge them.

SAFEGUARDING AND CHILD PROTECTION

We are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to appropriate safeguarding checks including an enhanced disclosure check by the Disclosure and Barring Service. All staff are required to provide evidence of identity, entitlement to work in the United Kingdom, and of qualifications declared on the application form.

OUNDLE SCHOOL AND LAXTON JUNIOR SCHOOL ARE PROUD TO BE EQUAL OPPORTUNITY EMPLOYERS AND WE WELCOME APPLICATIONS FROM ALL. WE ARE COMMITTED TO THE ELIMINATION OF UNCONSCIOUS BIAS, PROMOTING AN ETHOS OF INCLUSION, RESPECT FOR OTHERS AND CELEBRATING DIVERSITY IN ALL ITS FORMS THROUGHOUT THE SCHOOL COMMUNITY.

FIND OUT MORE

Ahead of filling out an application, we highly recommend getting a feel for what we stand for as a School. Do feel free to explore our website at your leisure, but to help direct you, this further suggested content will hopefully give you a greater insight into Oundle and the wonderful community of people who live and work here.

Meet the Head

Hear from [Sarah Kerr-Dineen](#) about what brought her to Oundle and what makes her proud to be Head.



Our Philosophy

This is who we are as a School, what we do, what we value and where we are going. The full brochure is sent to all prospective parents.



Our publications

We have a number of publications, including *The Review*, which reports against our strategic objectives and *Oundle Opportunities* which illustrates the breadth of our co-curricular offering. Our GCSE and A level options booklets can be viewed [here](#) too.



We are committed to minimising our impact on, and improving the quality of, the environment both now and in the future. Since 2021 we have worked in partnership with iiE, Investors in the Environment, to structure our efforts and track our progress towards something which is recognisably better than where we started. In the summer of 2022 we achieved the Bronze level of accreditation and we are now working towards Silver.



Website
www.oundleschool.org.uk



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