

TEACHER OF BIOLOGY (MATERNITY COVER)

— 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

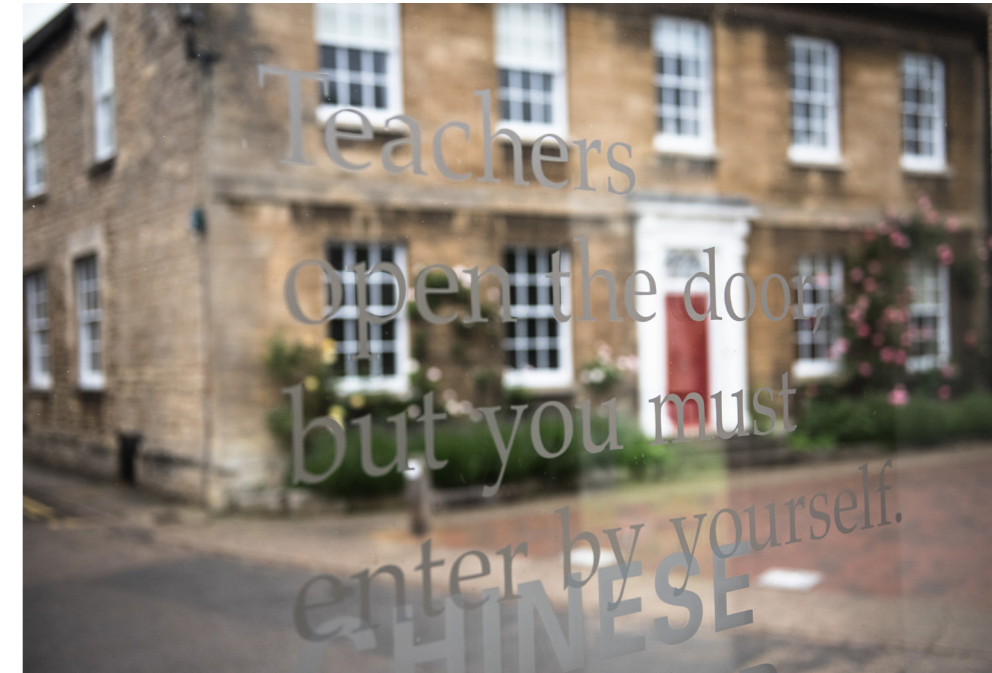
Oundle offers extensive opportunities for young people to benefit from academic enrichment events and programmes, working closely with maintained sector schools nearby through the OPEN Learning Partnership and others on a more national scale. Teachers are encouraged to contribute to our educational partnerships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

IS OUNDLE RIGHT FOR ME?



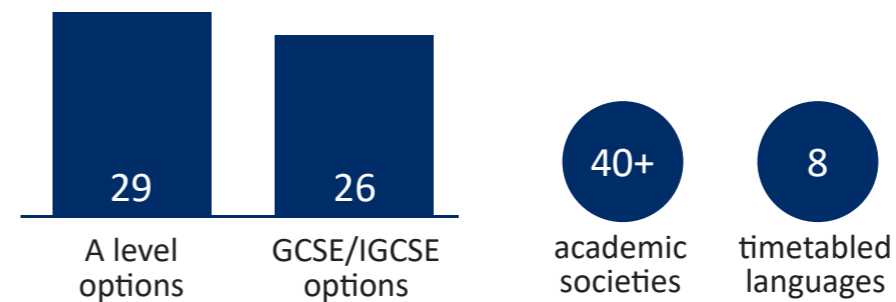
Upon arriving in Oundle, I guarantee you will be struck by the warmth of our community. It is one that continues to attract the very best teachers and the broad range of talents and interests that exist within our staff body is truly humbling. Their love of sport, music, drama, outdoor pursuits and all 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

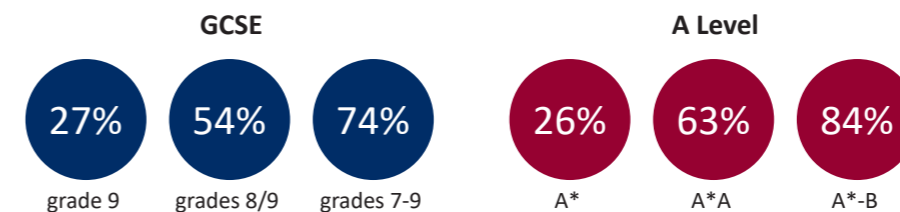


A LOVE OF SCHOLARSHIP

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.

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.

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.

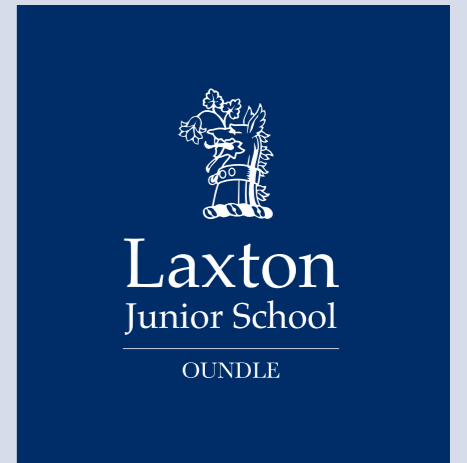
Renowned for its Georgian streets and impressive limestone buildings, Oundle has a spirited cultural and sporting life, with a wide range of sports clubs, independent shops, coffee houses, pubs and eateries. Encircled by the river Nene, the town is blessed with beautiful countryside and many picturesque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

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

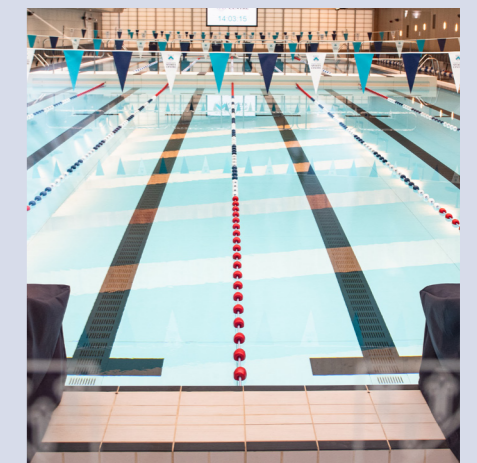


OUNDLE SPORTS CENTRE

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.

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

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



OUR CURRICULUM BOOKLETS

GCSE Options 

Sixth Form 

AVERAGE CLASS SIZES

GCSE
19

A level
11



THE PLEASURE OF WATCHING PUPILS EXPERIENCE LIGHT-BULB MOMENTS OR ARTICULATING AWE AT THE WONDERS OF NATURE, FROM THE MICROSCOPIC SEEN DURING A MOSS-SAFARI TO OBSERVING A KINGFISHER FISH IN THE LAKE BESIDE OUR CLASSROOMS, NEVER DULLS IN OUR EXCITING DEPARTMENT. COLLEAGUES WITH COMPLEMENTARY SKILLS, INTERESTS AND EXPERIENCES, ALL PASSIONATE ABOUT GUIDING OTHERS TO LEARN ABOUT THEIR SUBJECT, CREATE AN ATMOSPHERE IN WHICH TEACHING BIOLOGY IS A GENUINE JOY. WITH THEIR SUPPORT, PROFESSIONAL DEVELOPMENT IS ON-GOING AND TEACHING AT OUNDLE SCHOOL IS A GREAT PLACE TO HONE YOUR CRAFT. "

Paul Batterbury, Head of Biology



THE ROLE: TEACHER OF BIOLOGY

THIS IS A FIXED-TERM POSITION, TO ACT AS MATERNITY COVER BETWEEN JANUARY AND AUGUST 2025.

Are you an enthusiastic and committed Biology teacher looking to contribute not only to your own academic department but to the life of a School beyond the classroom walls?

ABOUT THE ROLE

We are seeking an exceptional Teacher of Biology to develop and inspire our pupils and be part of our vibrant School community. In return for your dedication and expertise, you can expect to be highly valued and offered further development and support throughout your career. Oundle is a full boarding school with extensive opportunities beyond the curriculum. The role of a teacher usually involves two thirds teaching, with the remaining time split between tutoring and co-curricular activities. We always do our best to match your interests and experience with your commitments.

ACADEMIC

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
- Attend staff meetings, briefings, INSET and courses, as required, sharing information with colleagues as appropriate to encourage development of all
- 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.

PASTORAL

You will

- 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
- Support House events wherever possible.

CO-CURRICULAR ACTIVITIES

You will

- 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.

YOU WILL BE:

- Genuinely interested in teaching and young people
- An enthusiastic advocate of your subject and your continuing professional development
- Passionate about motivating and inspiring others to achieve
- Able to build positive professional relationships at all levels
- Able to exercise excellent judgement and decision making skills
- Organised, punctual and efficient in organising workload and managing time effectively
- Keen to play a full part in the extra-curricular life 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
- A proven track record as an outstanding teacher
- Experience of working with young people in some capacity
- Experience of tutoring and contributing to extra-curricular activities
- Well-developed communication and presentation skills
- The ability to make use of appropriate data to analyse the performance of pupils and set targets
- A strong awareness of Safeguarding/Child Protection regulations and practices
- An appreciation of the importance of diversity and respect for British values.

These key tasks and competencies are not intended to be exhaustive, but highlight a number of major tasks and skill-sets that the post holder may be reasonably expected to undertake and demonstrate. A **full job description is available on request**. All teachers are expected to demonstrate consistently high standards of professional and personal conduct, maintaining high standards of ethics and behaviours.

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."

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 the role informally with the Head of Biology please contact Paul Batterbury at pab@oundleschool.org.uk.
- 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

Applications will be considered as they are received. You are advised to submit your application as early as possible.

Closing date: Tuesday 10 December 2024. 9am

Interview date: To be arranged with shortlisted applicants

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 candidates 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 their application form.

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 iE, 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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