



Simon Langton Girls' Grammar School

Subject Leader of Biology

March 2026



Candidate Information Pack



Welcome

Thank you for your interest in applying for a position at our school.

We were founded in 1881, with a history that can be traced back as far as 1248 and the provision Simon Langton left for the 'perfection' of support for poor priests. Jump forwards nearly 800 years to a school that is striving to create the perfect environment for students and staff to work and learn together.

Today we are an exciting, vibrant, home to over 1300 students and staff. Set on a 14-acre site on the edge of Canterbury, and having completed a major rebuilding programme in 2021, we boast a modern campus to match our expectation and aspirations. From Years 7-11 we welcome girls, with external students competing to join our thriving mixed-sex sixth form. Together we strive for academic and pastoral excellence, supporting all students and staff to be:

- *ambitious in their dreams and thinking: driven to achieve their very best; focused on academic and personal self-improvement; achieving outstanding outcomes in any field*
- *confident in themselves and their abilities: stepping outside of their 'comfort zone'; demonstrating a willingness to show their capabilities to others; approaching difficult situations with careful planning and positivity*
- *independent in their mind and actions: original thinking; giving a voice and action to personal beliefs; making a positive difference to the lives of others*
- *creative in their problem-solving and imagination: producing work that demonstrates strong artistic accomplishment; navigating difficult problems or situations through preparation and planning; inventive and/or original in achieving outcomes*

If your drive and ambition matches ours, and you aspire to be a part of something very special, I would welcome you to apply to join the Langton Family.

Paul Pollard
Headteacher





Safeguarding

Simon Langton Girls' Grammar School recognises our statutory responsibility to safeguard and promote the welfare of all children. Safeguarding is everybody's responsibility and all those directly connected (staff, volunteers, governors, leaders, parents, families, and learners) are an important part of the wider safeguarding system for children and have an essential role to play in making this community safe and secure.

Simon Langton Girls' Grammar School believe that the best interests of children always come first. All children (defined as those up to the age of 18) have a right to be heard and to have their wishes and feelings taken into account and all children regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.

Simon Langton Girls' Grammar School recognises the importance of providing an ethos and environment within school that will help children to be safe and to feel safe. In our school children are respected and are encouraged to talk openly. We will ensure children's wishes and feelings are taken into account when determining what safeguarding action to take and what services to provide.

Simon Langton Girls' Grammar School is seeking to appoint an outstanding subject leader of biology. We welcome applications from talented individuals who will dedicate themselves to the implementation of the school's vision and the development of the biology department.

This role requires someone passionate to develop and promote biology inside and outside of the classroom, and who is either currently leading a biology department or is ambitious to develop their career further and lead one for the first time. The successful candidate will be an outstanding teacher, passionate about the importance of all areas of biology, and in possession of a strong understanding of pedagogy and curriculum design. They will have experience of teaching from KS3 to A Level, a record of achieving outstanding results, and of commitment to, and delivery of, a high quality extra-curricular offer.

The science department is housed in nine new laboratories with a large central prep room. A biodiverse 14-acre school site also provides a superb resource for many aspects of biology teaching. The department, comprising of eleven teachers is supported by three technicians.

At GCSE most students sit exams in all three sciences, with a smaller number of students sitting Trilogy science. Students are currently taught general science in six groups in Year 7 and 8, splitting into individual science groups in Year 9, and then in eight groups from Year 10.

At A Level, biology is an extremely important subject for us. It is one of our most popular courses, with many students continuing on to study biological and medical based degrees at university. We have a very active medics, dentists, and veterinary science group in the sixth form, any previous experience working with students aspiring for these careers would be desirable. We are also a thriving and widely recognised centre for student research, with a co-curricular offer that includes projects with Royal Society backing, work with the University of Kent, Cambridge University and Project Earth.

This position is an exciting opportunity to lead a thriving department of dedicated teachers. Having moved into a multimillion-pound building, the next stage of the school's development will see an expansion of our extra-curricular and elective programmes. We are particularly interested in how the sciences can continue leading and contributing to this.

The successful candidate will be offered a full programme of personal professional development and support as they continue in their career, alongside a comprehensive induction programme.



Job Information



Job Specification

Job Title: Subject Leader of Biology

Job Purpose: to be responsible and accountable for the strategic leadership, development and delivery of biology, both within and outside of the taught curriculum.

Responsible to: Head of Science

Salary: Teacher pay scale plus TLR 2C currently £5,869 p.a.

Your principal responsibilities as a Subject Leader

As subject leader you are responsible for the leadership and management of your subject area(s) to secure high-quality teaching, effective use of resources and outstanding standards of learning and achievement for all students. You are also responsible for the planning, organisation, delivery and evaluation of your subject(s) throughout the school, both through the taught curriculum and extra-curricular/elective programmes.

Your duties as a Subject Leader

- Leadership in the development of the subject curriculum, pedagogy, resources and schemes of learning, ensuring that you have clarity regarding the academic journey undertaken by all students
- To organise, direct, review and evaluate the teaching and learning within your designated subject in the school, deciding, in consultation with fellow subject leaders, senior staff and the headteacher the overall policy for the subject
- Ensuring that your subject(s) area follows agreed practices and policies for marking, assessment, homework, record keeping and monitoring of students as appropriate to the demands of your subject(s) area
- Contributing to the professional development of all members of staff in the subject(s), with particular regard to the quality of teaching and learning

- Following, lead and promoting agreed practices for both appraisal and departmental reviews within your subject(s)
- Representing your subject(s) area at appropriate meetings
- Allocate and monitor the use of teaching materials, books, stationery, and educational materials and equipment in the subject(s) area
- Responsibility for Health and Safety in the subject area in accordance with the school's agreed policies

Posts of Additional Teaching and Learning Responsibility

As a teacher receiving a payment for a Teaching and Learning Responsibility you should demonstrate knowledge and understanding of:

- School improvement and effectiveness strategies including the process of school and subject self-evaluation
- Processes and systems for quality assurance within subject area(s)
- Principles and practices in relation to managing learning and teaching, people, policy and planning, resources and finance
- Principles and practices of effective leadership and management of change
- The application of information and communications technology to learning, teaching and management of the subject area(s)
- Principles of effective and impactful curriculum planning
- Financial planning, stock inventory and resource planning





The purpose of this job description is to indicate the general level of responsibility of the post. It is pointed out that the detailed duties may vary from time to time without changing the general character or level of responsibility entailed. There may be the need to provide assistance or undertake such other duties as may be reasonably assigned by the headteacher or designated deputy.

- Applications for this post must be made via Kent-Teach
- Applications must be made by midday on Tuesday 14th April 2026
- Date for interviews: TBC
- For further details please visit the school website or e-mail Mrs Elaine Wall (H.R. Manager) ewall@langton.kent.sch.uk

This school is committed to safeguarding and promoting the wellbeing of all children, and expects our staff, peripatetic teachers and volunteers to share this commitment.

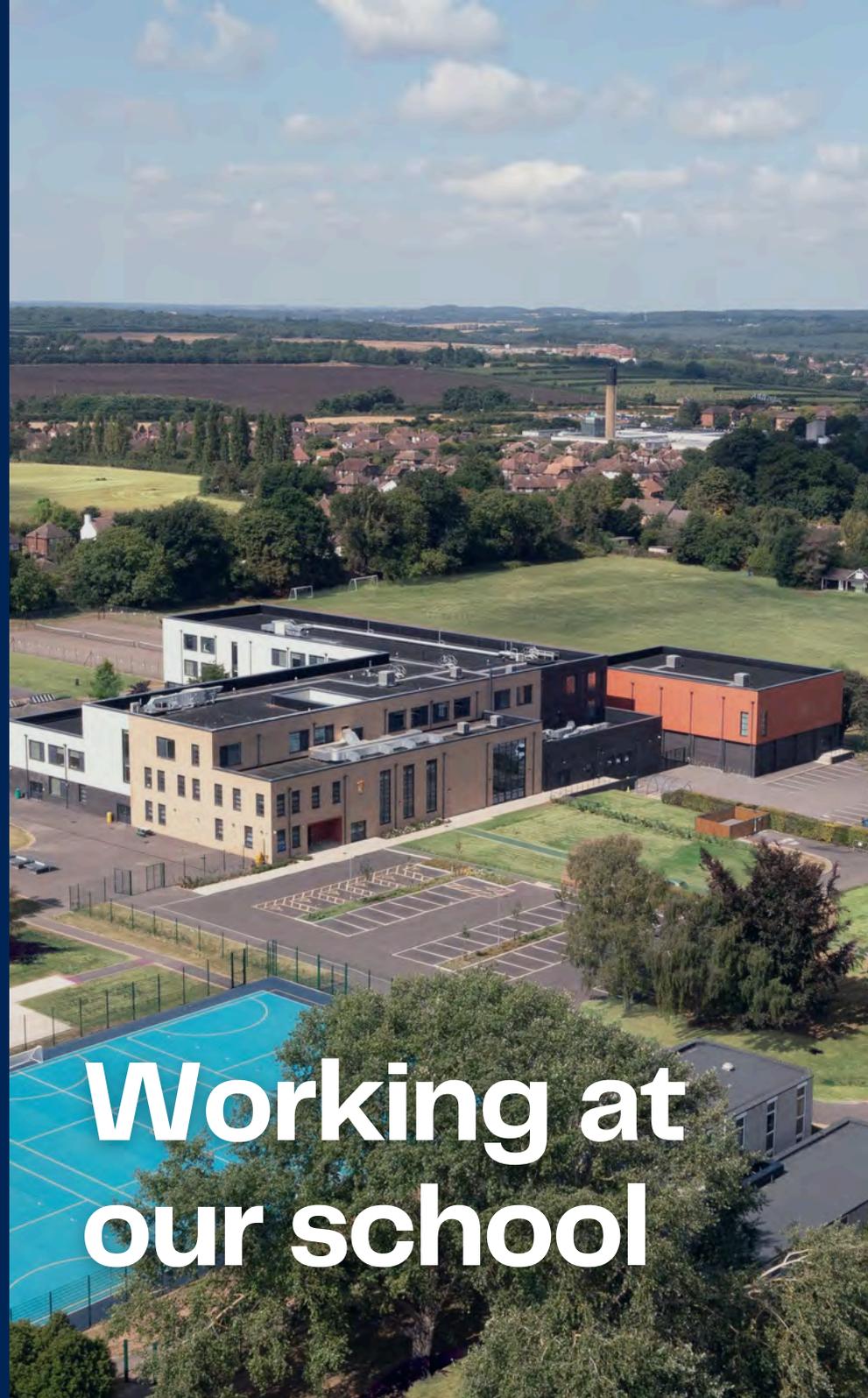
Working at our school

Simon Langton Girls' Grammar School holds a deep-seated belief in education and lifelong learning. Effective collaboration, mutual support and professional challenge underpin our ethos, to ensure that all children and adults are given every opportunity to fulfil their potential and succeed in life.

At Simon Langton Girls' Grammar School we have pledged our commitment to the DfE Wellbeing Charter, declaring our support for and to a set of commitments, to protect, promote and enhance the wellbeing and mental health of everyone.

We can offer you:

- Local Government Pension Scheme for support staff – with a generous employer contribution
- Teachers Pension Scheme for teaching staff – with a generous employer contribution
- Commitment to the School Teachers Pay terms and conditions for teaching staff (STPCD) and the KCC Blue Book terms and conditions for support staff
- Access to the Educational Support Line – offering practical and emotional support
- Access to a Cycle to Work Scheme
- Kent Rewards Scheme – local and national retailer discounts
- Additional holiday entitlement for 5 years + service (for support staff)
- Annual Staff Wellbeing Day
- Access to annual flu vaccination programme
- Ample onsite parking
- Friendly, supportive colleagues
- A supportive induction programme
- Continuous professional development and training to support the development of your skills
- To be part of a team that is passionate about delivering expertise and best practice to empower all our students



Working at our school



Equal Opportunities:

We are committed to equality of opportunity. We welcome applications from all suitable candidates, regardless of any protected characteristic for example race, gender, sexual orientation, disability or age. All applications are treated on merit. This includes applications from individuals wishing to work part-time positions.

Our recruitment process:

Applications will only be accepted from candidates completing the appropriate application form via Kent-Teach.com., or where used, other platforms. Please ensure you complete all sections of the form which are applicable to you as clearly and fully as possible.

Once the post has closed an interview panel will conduct the shortlisting process. Candidates are selected for interview based entirely on the contents of their application form; it is therefore important that you read all documentation provided alongside the advert prior to completing the form.

Once the shorting process has been completed, candidates who have been selected for interview will be informed. Once they have accepted the invitation to interview, they will be provided with full details of the interview programme. Candidates not selected for interview will be informed via email.

All candidates invited to interview will be required to complete a self-disclosure form and will be subject to an online search check. Please note the online search check will not form part of the shortlisting process and all candidates will be provided the opportunity to address any issues of concern that are identified when at interview.

All candidates who are invited to interview must bring the following original documents on the day of interview:

- Documentary evidence of right to work in the UK
- Visual identification which includes a photograph, usually a passport or photo driving licence
- Documentary proof of current name and address

- Where appropriate, documentation evidencing change of name
- Certificates of educational or professional qualifications that are necessary or relevant for the post

Offer of post will be made to the successful candidate as soon as possible, all unsuccessful candidate will be informed by email as soon as possible.
All offers of employment will be conditional upon a number of formalities, including, but not restricted to:

- Verification of right to work in the UK
- Receipt of two satisfactory references
- Verification of identity checks
- Verification of qualifications
- Satisfactory enhanced DBS check, as well as additional checks that may be appropriate if you have worked or been resident overseas in the previous five years
- Satisfactory pre-employment health clearance
- A check against the Teacher Service Register for any teaching prohibition or restriction orders where you are applying for a teaching role or if you have previously held a teaching role in past employment

