

*Appointment of*

# Head of Biology

(Maternity Cover)

EXCELLENCE IS ONLY THE BEGINNING



Wellington  
SCHOOL



## From the Head



Wellington is a brilliant place to work, but then I am biased...I do think we have the most terrific team of staff here and the most wonderful environment within which to flourish together.

In a nutshell, Wellington is a big-hearted community that lacks entitlement and is full of self-belief, love and ambition. Our thinking is refreshingly different, and we believe it is courageous to lead with empathy and compassion. 'Welly' is a family environment for us all, a no fear culture of challenge, opportunity and joy. Diversity is celebrated and cherished here; we work collegiately with trust and transparency and pull together for an inspirational purpose.

We believe that no other time in history has presented such opportunity for the education sector and, armed with an inspiring new vision, optimism and ambition, our dream is to lead the future of education in the years ahead.

Developing us yet further as professionals is incredibly important here too; we celebrate our many strengths and are restless to get even better. Working here is a unique opportunity, and this is a hugely exciting time to join us for so many reasons. Please have an explore of our website and reach out for a chat if you'd like to; if you feel as if you align with our values then we'd love to hear from you. Moreover, perhaps your next chapter will star in our story, a story we'll want to write with you, and one we won't want to put down.

We look forward to meeting you.

Best wishes,

Alex Battison - Head

# Working at Wellington School

As a member of staff here – whatever your role - you add so much value to what we do and how we do it. You are trusted to inspire our purpose and collaborate with others and, in doing so, enable an unrivalled place to live, learn and grow.

Wellington benefits from an outstanding estate and excellent facilities, and this superb learning environment also creates a wonderful working environment for staff. Staff can enjoy use of the campus facilities such as sports facilities or the School Café. The School has a strong commitment to staff wellbeing, offering lifestyle activities such as staff yoga, football, netball and swimming and during term-time all staff enjoy a free school lunch which is always a popular perk!

The School has a very strong community culture which means that colleagues work together to ensure that our pupils have the best possible experience. Our team of staff, whether they be teachers or support staff, Prep or Senior, support one another, share ideas and best practice and come together for social events.

In 2023 Wellington achieved an excellent ISI inspection report. Our pupils' achievements and personal development were found to be excellent and we were fully compliant with regulatory and statutory regulations.

Staff new to the School will be offered a comprehensive programme of induction. In addition, there are professional development opportunities both inside and outside school.

*“Parents like the values the School imbues: ‘respect’, ‘politeness’, ‘have a go, try your best’; it’s okay if you make mistakes”*

*Current parent*





## Our Educational Philosophy

*Excellence is only the beginning*

When choosing a school, you naturally look for assurances. You want to see academic strength, outstanding pastoral care, expansive co-curricular opportunities and strong ties to Universities and industry. We're proud to say that Wellington has all of that in abundance. But to be perfectly frank, any good independent school should be able to say the same. Just like every premium car maker promises comfortable seats and good road handling, these features come as standard. The question you should be asking us is: *What else?* What makes Wellington not just exemplary, but extraordinary?

We're glad you asked. There are a few answers to that question. But at the top of the pile is our pioneering approach to education itself, which flows into everything that happens here. This forward-thinking ethos is our response to a world that's increasingly uncertain and complex.

You don't need us to tell you that the world is changing rapidly, expansively and in ways that are impossible to keep up with. We believe that if education stands still then the future will outrun it. Which is why Wellington *doesn't* stand still. We live by four concrete principles designed to give our young people everything they need to not just inherit the future, but to create it. So, if you'd like a large dollop of ambition on top of the usual assurances, then you've come to the right place.

- Our first principle is *Embrace complexity*. The real world is incredibly complex, so it's important to accept that you can't control everything. Instead, we urge pupils to stay grounded and curious. To play freely with the pieces to reveal opportunities. Because it's with loose frameworks, not tight constraints, that the most exciting and unexpected outcomes happen.
- The second principle is *Spark connections*. Nothing exists in a vacuum. There are links and overlaps in all aspects of life and work. So, it makes no sense to isolate any one subject or observation. We encourage pupils to continuously broaden their perspectives. To hungrily combine knowledge and experiences in order to build a fuller, richer picture.
- The third principle is *Lead together*. It's natural to compare ourselves to one another; to compete for opportunities. And that's not going to stop. But along the way, we can all learn, grow and multiply our potential by working more openly and collaboratively. Side by side instead of top-down. Every voice is valuable. So invite others in to multiply what's possible.



## Our Educational Philosophy

➤ And the fourth principle is *Act today*. Don't wait for the future to happen. It's already unfolding. You can make a mark on the world, however small, here and now. This is something we instil right from prep school. Every child at Wellington believes that they can make a real difference.

These four principles underpin everything that goes on at Wellington. Not only because we believe they're *foundational* for making a real impact, but because we all live them together - teachers as well as pupils. They aren't just nice sounding ideas, they're part of our DNA.

Living by these principles sets up Wellington pupils for extraordinary success in life, not only equipping them with the skills they need for an uncertain future but building their character too. Walk around our campus and you'll not meet an arrogant or entitled student. You'll meet wonderfully grounded young people who are quietly becoming leaders without even realising it.

That brings us to Wellington's other special sauce—our community. No other school has a culture more nurturing, respectful and kind than ours. You'll feel it the minute you get here. Creating a safe environment is essential if we are to give pupils the confidence to step up and be willing to get things wrong. It's how they build resilience, empathy and adaptability. And it's what makes this place a second home. A place, and a family, that they'll cherish for the rest of their lives.

Of course, every pupil experiences their own version of this journey. Because the value of adaptability is not just about being responsive to change, it's also about finding out who you are individually—thriving as your unique self, not as you think the world expects you to be.

This is what makes education so exciting today. That there is no single, predictable future. There are endless potential futures waiting to be created. And young people have never in history had so much opportunity to shape them. Wellington is uniquely positioned to support this journey. We offer both historical stability and fresh perspectives; academic excellence combined with progressive practices and a community as inspiring as it is welcoming. Wellington represents the strength of tradition, the confidence to evolve and the humility to respect each new challenge. Once you've seen it for yourself you'll believe what we believe: that it's not the future that's coming for our children, it's our children who are coming for the future.

## The Post: Head of Biology (Maternity Cover)

We are looking to appoint an inspirational Head of Biology for a Maternity Cover starting in April 2026 or September 2026 for an exceptional candidate. Able to teach to A Level, the successful applicant will join a happy, experienced, and successful department, and will work closely with the other two Science Heads of Department (Chemistry and Physics) in supporting students' learning of Biology and KS3 Science.

As Head of Department, the successful candidate will inspire excellence in teaching and learning, nurturing curiosity and a lifelong love of their subject across the school community. They will review departmental performance and outcomes, stay at the forefront of curriculum and syllabus developments, and provide supportive leadership that encourages innovation, professional growth, and high standards among staff and pupils alike.

The successful candidate will work closely with the Deputy Head (Academic) and Head in driving forward teaching and learning both within the department and more widely across the School. This will include reviewing and creating departmental schemes of work and the creation of resources, ensuring robust academic tracking and managing departmental budgets.

With a collaborative spirit and enthusiasm for contributing to the wider life of a busy school, the successful applicant will have a positive 'can do' attitude and a willingness to contribute positively to the enrichment programme of the department and to the wider ethos of the school. They will support academic co-curricular opportunities e.g. lunchtime and after school clubs, departmental trips, STEM based competitions and other enrichment activities as well as the wider co-curriculum.

The successful applicant will be a well-qualified Biology specialist and inspiring teacher, and a department leader who can bring vision, energy, and expertise to this important role. Commitment to hands-on learning and strong academic outcomes is essential.

As a Teacher and Tutor at Wellington, it is a given to provide strong pastoral care and demonstrate an active interest in the general wellbeing of students, demonstrating a strong commitment to Safeguarding.

This is a truly exciting opportunity.





# The Biology Department

There are four members of the Biology Department, who offer a variety of experiences and areas of expertise. The Biology department consists of four specialist teaching rooms, as part of the whole Science department located in a specialist building supported by two part-time biology specialist science technicians, alongside two further full-time science technicians. All teaching rooms have networked computers, connected teacher camera and interactive 80" screens, all with visualisers to compliment teaching strategies.

Staff have access to a range of teaching resources, textbooks and up to date online resources including ExamPro. As a department we have built a full scheme of work including lessons written on the firefly system. This allows us to work collaboratively to use our collective knowledge and experience to deliver outstanding lessons.

## Curriculum

A progressive differentiated scheme of work is used throughout the five-year plan from Year 7 to Year 11, with continuous assessment tracking of each student enabling effective support and intervention. The full AQA specification leads students through KS3 starting in Year 7 through to the end of Year 8. In Year 9 we begin the GCSE Biology Course, starting with the topic Cells.

Biology is one of the option subjects chosen in Year 9. If they choose to study Biology for GCSE they will follow the AQA 9-1 Biology GCSE this will be delivered by specialists in dedicated mixed teaching groups.

The School also offers a level 3 BTEC in Applied Science.

Biology at A Level is a popular subject with typically two groups following the AQA A Level Biology route.

# Terms & Application Process

## Terms

Wellington operates its own competitive salary scale, which will be discussed at interview or on appointment.

Membership of the Wellington School Pension Scheme (a defined contribution scheme administered by Royal London)

Group life assurance (4 x annual salary death in service benefit)

Fee remission of 50% (pro rata for part time staff) for children who attend Wellington School

Free school lunches during term time and onsite parking

A commitment by the School to your professional development

## Reports to:

Dr Holly Barker – Deputy Head (Academic)

## Application process:

Please apply online via the School's website as soon as possible (<https://www.wellington-school.org.uk/work-with-us/support-vacancies>), and by no later than **Tuesday 10<sup>th</sup> February 2026**.

Please contact Emily Weiss, Director of Human Resources, if you have any queries about the role or the application process ([hr@wellington-school.org.uk](mailto:hr@wellington-school.org.uk))

**Post holders must be committed to safeguarding and promoting student welfare. They will be subject to an enhanced DBS and Child Protection checks. We are an equal opportunities employer.**



**Closing Date - Tuesday 10<sup>th</sup> February 2026**

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*“The support system within the school has encouraged me to reach for the stars, and achieve them!”*

*Current student*

LEARNING FOR LIFE



**Wellington School**

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