



THE PERSE
SCHOOL
CAMBRIDGE



HEAD OF COMPUTER SCIENCE

Start September 2026

CANDIDATE PACK



The Perse School, founded in 1615, is one of the country's leading co-educational independent day schools and a charitable company educating around 1,750 children aged 3-18.

The school provides an exceptional education which is both traditional and innovative, ambitious and caring, understanding and structured, industrious and fun. Located in Cambridge, it comprises three schools, the Pelican (3-7), the Prep (7-11) and the Upper (11-18), with a franchise in Singapore, opened in 2025.

The school is in the UK top 30 of *The Times* Independent Schools Exam Results league table for A level, with over 30 students regularly receiving Oxbridge offers. The school is consistently oversubscribed and in strong financial health with an annual turnover of around £40 million.

In addition to the day-to-day curricular and extra-curricular activities of the schools, The Perse provides public benefit to local and international communities, working with over 20 local state schools and Christel House Schools overseas to raise educational attainment.

Key facts and figures:

- **Independent School of the Year** for academic performance East Anglia 2024, 2025 and 2026.
- **Independent School of the Year** East Anglia 2026.
- A beautiful **27-acre site**, featuring state-of-the-art science labs, the Peter Hall Performing Arts Centre, extensive sports fields and the brand new Perse Sports Centre with 25m swimming pool, sports hall and climbing and bouldering walls.
- Excellent pastoral care ensuring that children feel safe and secure in their surroundings.
- Ranked as one of the **top 30** schools for A level results by *The Times* Independent School Exam Results league Tables.
- Ranked in the **top five** independent schools nationally for Oxbridge offers.



The Department

Computer Science is an energetic, supportive and collegiate department.

Teaching takes place mainly in departmental classrooms with students using their 1-to-1 devices. The team is accommodated in a well-equipped department office. Lessons reflect the mixture of theoretical and practical learning that is embedded in the subject. The teaching language is Python and familiarity with that would be essential.

Computer Science is a core subject in years 7 and 8, and an option choice in year 9, chosen by some 85% of the year group. We then teach EdExcel GCSE for the years 10 and 11, where some 2/3 of the cohort chose the subject which includes an on-screen coding paper together with a traditional theory paper.

We usually have two classes of AQA A Level in each year of the sixth form. The department has worked extensively on inclusion and diversity with the result that our uptake gender balance is almost balanced at GCSE; significantly better than the national picture.

Many A Level computer scientists go on to apply for degrees in the subject at top universities, and our students have annual success with applications to Oxbridge and Imperial as well as other Russell group universities.



The department enters a wide range of international competitions such as Bebras, OUCC, BIO and PCTC.

In particular, [PCTC](#) is created and run by The Perse School for outreach purposes and attracts some 10,000 student entries each year.

Our students are regularly placed in the finals of all these competitions, and providing an environment where the best students can pursue an interest in competitive programming is core to our offering. Multiple Perse students have been selected, via the BIO, for the esteemed IOI national selection finals. In 2022 a Perse student was selected to represent the UK at the IOI in Indonesia and in 2025 an external Ukrainian student we supported also qualified for the IOI team.

We were delighted to win a 2023 CIPR STEM Campaign of the Year award for Engaging Young People in Computer Science via our PCTC challenge and website resources. We were also finalists for the 2025 Cambridge Independent Science and Technology Awards.

Further information about the department's curricular and extra-curricular activities (and public examination results) can be found on the School's website: www.perse.co.uk

The department runs an extensive range of popular extra-curricular clubs in programming, cyber security, artificial intelligence and digital literacy. A mix of lunchtime and after-school opportunities include two coding clubs (Developer and Competitors), AI Investigation Club, Robotics Challenge club and Girls' Coding Club. Subject prefects are appointed each year who help organise and run a number of these with staff support. Prefects also design weekly challenges for Developer club which are posted on our community benefit coding site: www.pythonsponge.com.

A strong school academic community is maintained via our Teams site in which staff and students share Computer Science news and events. It is one of the largest club Teams at the School with several hundred students having joined as members. Both staff and students enter the annual 'Advent of Code', competing on a school leader board and sharing tips & suggestions.



The Role

The Perse School are looking to appoint an experienced and inspiring teacher of Computer Science to take responsibility for the curriculum in this large, highly regarded, vibrant and dynamic department. This is a rare and exceptional opportunity to lead a nationally acclaimed Department built upon an extraordinary foundation of pupil involvement and enthusiasm. The successful candidate will have a relevant degree, genuine enthusiasm for the subject and be well placed to generate and sustain a high degree of motivation in all pupils, who are mainly of a high ability.

The post holder is line managed by Paul Baker, the Head of Computing and Digital Strategy. Paul's role provides strategic oversight for the development of the Perse Digital Strategy for teaching, learning, resourcing and training across the 3-18 age range of the Perse Schools. The Head of Computer Science holds overall and day-to-day responsibility for the leadership and curriculum development of the Computer Science Department at the Upper School.

Pupils at The Perse School are ambitious, intelligent and industrious and this is an exciting opportunity to motivate and inspire talented pupils and staff alike in a fast-paced working environment.

The Perse believes that excellent schools need great teaching and support staff, who whilst operating within agreed school policies and to high standards of performance are given encouragement to innovate in pursuit of professional excellence. The result is a vibrant community of staff who spark off one another, share ideas, and come together to help pupils thrive academically, pastorally and in extra-curricular areas. All Perse teachers are expected to contribute to the pastoral and extracurricular programme alongside their subject teaching.

Public exam results regularly place The Perse in the top 20 schools nationally and in a typical year more than 30 pupils will receive Oxbridge offers, with 74% of students gaining places at their first-choice universities in the UK and North America.

The Perse is proud of its academic achievements, but also recognises the importance of pastoral care and a diverse programme of extra-curricular activities in developing happy, well rounded and successful young people. Our values shape what we do and how we do it. They are: valuing one another and our environment, intellectual curiosity and scholarship, endeavour, and breadth and balance.



Key Responsibilities

Accountability

The Head of Computer Science is ultimately accountable to the Head but day to day accountability will be to the Head of Computing and Digital Strategy. The Head of Computer Science is responsible for all aspects of the teaching and development of Computer Science courses. The following responsibilities shall be deemed to be included in the professional duties which the post holder may be required to perform:

Management & Leadership

- To shape the profile, vision and longer-term strategic planning of the department.
- To continuously review the effectiveness of the provision across the department — assessing strengths, areas for development, resources, implementation of policies and the identification and actioning of development priorities.
- Shared responsibility for the line management and professional development of the department staff.
- Liaising with external agencies and individuals e.g. INSET, curriculum development, Awarding Bodies, representation of the Department's interests and activities at meetings and via the Communications department.

Teaching & Learning

Overseeing all aspects of the teaching and development of their academic subject, including:

- Leading the continuous development of highly effective classroom practice across the department.
- Schemes of learning, departmental handbook and assessment of pupils.
- Ensuring the departmental resources are well organised and available to staff, for example: SharePoint resources, books, and equipment.
- Contributing towards departmental extra-curricular provision, for example: extension clubs and societies, competitions, trips and visits.
- Ensuring a frequently changed vibrant montage of student work, articles, posters etc. in the rooms and defined corridors and communal spaces of the department.



Key Responsibilities

Staff

Line management of all members of their department, including:

- Ensuring an effective team culture and setting an example of professional standards of behaviour.
- Assisting with the recruitment of new teaching staff.
- The departmental induction of Early Career Teachers and other new members of staff, and supporting and monitoring their probationary period.
- Ensuring continuing professional development and contributing to staff appraisals.
- Allocation of staff to teaching groups and where appropriate subject setting.
- Providing feedback on effective, efficient and stimulating teaching styles to maximise progress by all pupils whilst allowing for creativity and individuality of teachers.
- Guiding and supporting staff to ensure their effective performance and wellbeing.
- Holding regular formal departmental meetings, with an agenda and summarising minutes, as well as frequent informal discussion.
- Informing staff of relevant school policies and procedures.

Professional Development

- Keeping up to date with developments in their subject area, and promoting their subject, for example: trips, lectures and visiting speakers.
- Disseminating all information from Heads of Department and other meetings, for example: exam board and subject organisations.
- Marketing the department effectively (with support from the Communications department).
- Effective liaison with the relevant subject leader at the Perse Prep school.

University Entrance

- Providing individual focused advice to students on relevant university courses.
- Provision of advice on task and marking of submitted work where required for university entrance.
- Organisation of additional classes for subject based university additional tests and subject based practice interviews for candidates who will receive university interviews (in conjunction with the university team).



Key Responsibilities

Examinations

- Selecting appropriate examination qualifications to follow in line with school policy and the needs of our pupils.
- Providing accurate and prompt information to the Exams Office about the external examinations and predicted grades.
- Organising mock exams, end-of-year exams and where appropriate scholarship and entrance exams (including setting and marking scholarship papers).
- Where appropriate ensuring that arrangements for coursework/controlled assessment are in place, including task setting, marking, internal moderation and despatch of samples and documentation to external moderators.
- Submitting assessment data for pupil tracking systems.

Administration

- Responsible to the Bursar for drawing up and administering a departmental budget and ensuring effective expenditure.
- Ensuring that all relevant Health and Safety measures are in place and adhered to in the department.
- Utilising administrative support from the School Office team as needed, via the School Office Manager.





Responsibilities as a Teacher

The following duties shall be deemed to be included in the professional duties which the Teacher may be required to perform:

Curriculum

- Teaching throughout in a manner appropriate to students' ages and abilities.
- Assessing and recording students' progress in accordance with departmental and school policies.
- Preparing students for university applications in related subjects.
- Promoting and teaching Key Stage 3, GCSE and A Level.
- Using digital systems to deliver high quality teaching including setting work remotely and managing synchronous lessons.
- Attending and contributing to departmental meetings.
- Developing and sharing teaching and learning resources.
- Monitoring the work and progress of pupils, including those with specific learning needs.
- Maintaining professional skills through INSET and our Professional Development programme.
- Producing displays to create an attractive learning environment.

Extra-curricular and pastoral

All teachers at The Perse School are required to be a **form tutor** and contribute to the extra-curricular programme, alongside their academic teaching. These elements of a teacher's role are fundamental to working at the school and embedded in our core values. Part-time teachers are required to make a proportionate contribution to the following:

- The extra-curricular life of the school through Games, the Enrichment Programme or other appropriate commitment.
- Form tutoring.
- The PSHEE or Emotional Wellbeing programme.

Timetable

The School operates to a ten-day timetable cycle, consisting of 80 periods. Most members of staff teach about 62 periods per cycle including tutoring, games and enrichment sessions.

The Head of Computer Science receives additional Responsibility Allowances for the role, as well as the Upper School Allowance and timetable remission.



Person Specifications

Qualifications

- High Class Honours Degree in Computer Science or a closely related discipline.
- A PGCE or equivalent teaching qualification is desirable but not essential; a strong desire to develop pedagogic expertise is expected.

Personal competencies and qualities

- A high-achieving, empathetic and reflective graduate with a genuine enthusiasm for their subject and a commitment to intellectual curiosity, scholarship, and continual professional growth.
- Excellent communication and interpersonal skills, with the ability to build positive relationships with pupils, colleagues, and parents, and to contribute constructively to a collaborative learning community.
- Demonstrates exemplary professional conduct and the ability to model and promote the School's core values: intellectual curiosity and scholarship, endeavour, breadth and balance, and valuing one another and the environment; commitment to our 3D model of education in which all teachers are expected to perform academic, pastoral and extra-curricular duties.
- Emotional resilience, adaptability and the capacity to learn from challenging situations, with a reflective approach to supporting pupil wellbeing and personal professional development.
- Demonstrates a genuine, sustained desire to work with children and young people evidenced by prior experience, reflective practice or clear articulation of motivation during recruitment.
- Shows understanding of the responsibilities inherent in working with children including safeguarding and promoting their welfare.
- Demonstrates the ability to work collaboratively, supportively, and selflessly as part of a team; committed to the collective success of the department and wider School rather than individual recognition.
- Strong administrative and organisational skills, with the ability to manage commitments, meet deadlines, and maintain high standards in planning and delivery.
- A commitment to fostering an inclusive environment, respecting and valuing the diverse experiences, perspectives and backgrounds that enrich the School community.
- Willingness and flexibility to contribute fully to School life as a 3D teacher, including involvement in co-curricular activities and the games programme.
- High level of literacy, strong attention to detail, and the ability to use initiative in contributing to the academic, pastoral and co-curricular life of the School.
- Receptive to feedback and committed to continuing professional development to enhance teaching and learning.
- Displays empathy, patience and commitment to fostering positive relationships that support pupils' academic and personal development.
- A generosity of spirit to provide outstanding opportunities for pupils and create memories that can last a lifetime.



Safeguarding

All staff must understand their responsibilities to safeguard and promote the welfare of children and young people. This will include:

- Promoting and safeguarding the welfare of children and young people at all times, in line with the school's Safeguarding Policy, the Code of Conduct and the statutory guidance Keeping Children Safe in Education (KCSIE).
- Reporting any safeguarding concerns to the Designated Safeguarding Lead (DSL), or a Deputy DSL (DDSL), in line with school procedures.
- Undergoing required safeguarding training and remaining up to date with safeguarding policy updates in line with the timescales required.
- Exercising professional judgement when handling and sharing information and content, ensuring that no material compromises the safety, dignity or privacy of children or young people.

Review

The job specification will be reviewed biennially as part of the professional development cycle. Any changes may only be made by agreement with the Head of Department and Deputy Head (Staffing and Operations).





Terms and Conditions

Teaching Staff Salary Scale and Employment Benefits

The Perse School's salary year normally runs from 1st September to 31st August. The Perse Salary Scale is set significantly above the maintained sector to recognise the high levels of commitment required of all staff and the contribution they make to school life. Teachers at The Perse School are required to be involved in the pastoral life of the school, for example as a form tutor and contribute to the extra-curricular programme, alongside their academic teaching. These elements of a teacher's role are fundamental to working at the school and are embedded in our core values.

Membership of the **Aviva Pension Trust for Independent Schools (APTIS)** is offered to those members of staff on a teaching contract. New teachers joining the school from September 2024 will be auto-enrolled into APTIS. APTIS is a Defined Contribution (DC) scheme.

Contributions are paid into the scheme by both the school and the employee and are invested by the provider (Aviva) on your behalf. The benefits at retirement are based on the amount accumulated within the plan by the time you choose to receive your pension benefits and this, in turn, is determined by the amount of contributions paid in and the investment returns achieved.

The school will contribute up to a maximum of 23.68% of your pensionable salary into the APTIS pension scheme and a Death In Service scheme (life assurance policy, that would pay out a lump sum of three times your salary if you die whilst you are employed by the school). This is reflected in the table below as the 'APTIS max' which is an indicative 'basic gross salary' at different Scale Points before pension contributions and PAYE (National Insurance and Income Tax) are taken out. In addition, teachers receive a **school payment/class teacher allowance** and where relevant to the role, additional responsibility allowances.

Teachers can opt to change their employer contribution rate into APTIS, subject to a minimum of 13.75%, with the difference taken as a 'non-pensionable income supplement' (**which equates to additional salary**). This is reflected in the table as the 'APTIS min' which is an indicative basic gross salary at different Scale Points before pension contributions and PAYE (National Insurance and Income Tax) are taken out.



Terms and Conditions

Service scale from September 2025

		Salary £	
Scale Point	In Year	APTIS max	APTIS min
S1	1	£37,001	£40,074
S2	2	£39,116	£42,364
S3	3	£41,981	£45,468
Threshold 1			
S4	4	£44,660	£48,369
S5	5	£48,124	£52,121
S6	6	£51,855	£56,162
S7	7	£54,887	£59,446
Threshold 2			
S8	8	£56,201	£60,868
S9	9	£58,164	£62,995
S10 ^{^A}	10	£59,299	£64,224
Threshold 3			
S11*	12	£60,796	£65,846
S12*	14	£62,108	£67,266
S13*	16	£63,902	£69,210

*There is annual progression for a full time and part-time teacher subject to threshold criteria assessment up to and including point 10. Thereafter the service scale is biennial for a full and part-time teacher subject to threshold criteria assessment.

[^]New starters are capped at S10.



Terms and Conditions

In addition to the basic Scale Point, teachers' salaries at The Perse School are made up of a combination of **School Payment Allowance** (Upper and Prep only) or Pelican Class teacher Allowance and **Responsibility Allowances** (if allocated).

School Payment	Salary £	Salary £
	APTIS max	APTIS min
Upper School Payment	£2,918	£3,161
Prep School Payment	£1,317	£1,427
Pelican Class Teacher Allowance	£753	£815

Responsibility Allowances	RAs	APTIS max	APTIS min
All Schools	1	£388	£421
Combined maximum (62)	62	£24,056	£26,102
Single role maximum (52)	52	£20,176	£21,892

School Payment: in recognition of evening commitments, residential trips, non-term time holiday activities, preparation of public exam classes and some market differences the additional payment is made to all Prep and Upper teaching staff.

The Pelican Class Teacher Allowance reflects the unique role of class teachers at The Pelican who have responsibility for both pastoral care and the significant majority of subject teaching. The Pelican class teacher effectively has sole academic and pastoral responsibility for all the pupils in their form.

Responsibility: can be recognised both in terms of timetable remission and/or responsibility payments. Responsibility payments are made to teachers whose duties include a substantive additional responsibility that is not required of all teachers.

Weekend Payments: staff who take responsibility for a team fixture or other preauthorised responsibility (drama rehearsal, outdoor pursuits activity) on a weekend in term time can claim a non-pensionable Weekend Payment, termly in arrears at either a standard £118 or enhanced rate £145, per fixture/activity.



Benefits

- Teachers undertaking research which will benefit the school may apply for a non-pensionable research award valued at £730.
- Excellent professional development opportunities and access to funding on a range of qualifications which include, PGCE, Masters level and Leadership qualifications.
- Ability to get involved with a range of extra-curricular activities and exciting trips including outdoor pursuits.
- School tuition fee remission of 50% for children to the junior or senior school (subject to passing admission test requirements). Fee remission does not apply to additional activities such as early/ late stay, summer schools, trips etc.
- Free lunch in the dining room during term-time and tea and coffee in the staff room.
- Free access to sports facilities including a gym and swimming pool during defined periods.
- Opportunity to join in with social activities organised by the School's Social Committee.
- Generous sick leave and parental leave pay above the statutory requirements.
- Assistance with relocation costs in accordance with HMRC rules as specified in the School's Relocation Policy.
- Parking on site and Cycle to Work scheme also available.



Application process

Please click on [How to Apply](#) which links to the vacancies section of the website to register/sign-in and submit your application. Any queries regarding the application process should be directed to the HR Co-ordinator at recruitment@perse.co.uk

Interviews

The closing date for applications is **Thursday 19th March at 9.00am**, but applications will be considered as they are received. The Perse School reserves the right to make an appointment before the closing date. Interviews will be scheduled for Tuesday 24th March. The interview will include planning and teaching a lesson and candidates will be given information in advance to help prepare. If you are ready to lead a dynamic team and inspire the next generation of computer scientists, we would love to hear from you!

Safer Recruitment

The Perse School recognises that an important element in safeguarding our pupils is a robust recruitment process that incorporates measures to deter, reject or identify people who might abuse children, or who are otherwise unsuited to work with them. We are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post including: references from previous employers, a Disclosure and Barring Service check at the enhanced level, as well as eligibility to work in the UK (in compliance with UK immigration regulations). All work carried out at the school on a regular basis amounts to regulated activity. This role is also exempt from the Rehabilitation of Offenders Act 1974.

Safeguarding and promoting the welfare of children is everyone's responsibility. The school is committed to acting in the best interests of the child so as to safeguard and promote the welfare of children and young people. The school requires everyone who comes into contact with children and their families to share this commitment. Interviews will be conducted in person, and they will explore candidates' suitability to work with children.

Recruitment Policy

The School's Recruitment, Selection and Disclosure Policy and Procedure is available for your information on the school website. The Perse School actively supports equality, diversity and inclusion and encourages applications from all sections of society.



Helpful Links



[The Perse Upper
interactive prospectus](#)



[The Perse Sixth Form
interactive prospectus](#)



[The Perse Virtual Tour](#)



[The Perse school
vision and values](#)



[Teacher research](#)



[Working at
The Perse School](#)

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