



THE PERSE
SCHOOL
CAMBRIDGE



TEACHER OF CLASSICS AND ANCIENT HISTORY

Upper School. Start September 2025

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 1,700 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 newly opened in January 2025.

The school is in the UK top 10 of *The Times* Independent Schools Exam Results league table for A level, with over 40 students regularly receiving Oxbridge offers. The school is consistently oversubscribed and in strong financial health with an annual turnover of around £37 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 primary schools and Christel House Schools overseas to raise educational attainment.

Key facts and figures:

- **Independent School of the Year** for academic performance East Anglia 2023/24/25.
- 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 ten** 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.

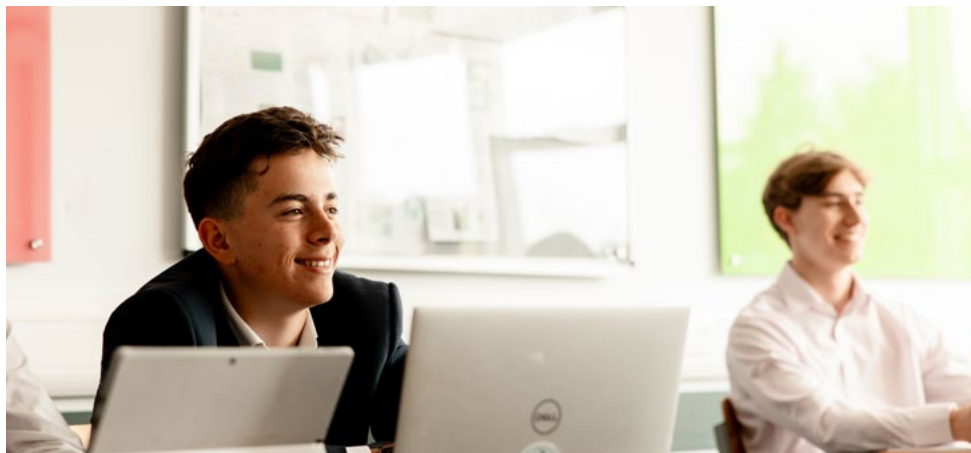


The Classics Department

Classics is a highly successful department at The Perse School, offering three separate subjects for public examination: Latin, Classical Greek and Ancient History. The Classics Department comprises of six specialist teachers, with additional support from teachers in the English and MFL departments for our KS3 provision.

In Years 7 and 8, Latin is compulsory for all students, and it is taught 'ab initio' using *de Romanis* Book 1. Students are introduced to the language, with a particular focus on developing translation skills and building a foundational vocabulary. They are also exposed to topics and wider reading relating to the ancient world, from mythology regarding the Gods and Roman heroes, to religious festivals and the role of gladiator shows and chariot racing within them. In Year 9, Latin is optional, and students will continue to develop their language skills through *de Romanis* Book 2, whilst also exploring facets of wider Roman history through the Latin stories they meet. The course delves into aspects of the Roman military and Roman rule in Britain, as well as some of the wonderful narrative of the late Republic and the early years of the Augustan principate.

Classical Greek is introduced to students in Year 9 via our Gratin provision (Greek and Latin): students study both Greek and Latin throughout the year in one option block. Pupils will use Book 1 of John Taylor's *Greek* to GCSE course and Book 2 of *de Romanis*. The pace of study is regulated to fit with the experience and ability of the group and the individuals within it; from beginners to those who have already studied some Greek (it is expected all students will have studied Latin beforehand). The primary focus of the course is the study of both ancient languages. By the end of the year pupils will have developed a good understanding of Greek grammar and syntax while increasing their understanding of Latin. The Year 9 course provides the foundation for the GCSE Gratin course in Years 10 and 11.



Our Year 9 Ancient History course assumes no prior knowledge and introduces students to a wide range of cultures, ideas, and characters from the ancient world. The course aims to give students understanding of ancient civilisations as well as an appreciation of the impact that the past has had on our world. All topics we study invite comparison between the ancient and modern worlds. The course begins with the most ancient civilisations in Mesopotamia and Egypt, moves to the Classical world with modules on Athenian Democracy and Roman Britain, and branches out to study Ancient China. It incorporates a combination of material and literary evidence (all in translation). Materials and support are provided for those teaching this wide-ranging course.

The department enjoys consistently strong numbers at GCSE, with all three subjects following the OCR specifications. Currently in Years 10-11 there are 60 students studying Latin at GCSE (J282), 21 studying Greek (through Gratin – J292) and 75 students studying Ancient History (18 of whom study this via our extra-curricular option). Set text options in both ancient languages change

every two years, though we nearly always choose one prose and one verse text. It is expected that all classes within a year-group will study the same texts for logistical reasons. The Ancient History specification (J198) has a wide range of Depth Study choices and in addition to the compulsory Period Study topics, the department currently teaches:

- J198/01 - Section D: Alexander the Great, 356-323 BC
- J198/02 - Section C: Cleopatra – Rome and Egypt, 69-30 BC

The department follows the OCR specifications for all A level subjects. Classical Greek (H444), Latin (H443) and Ancient History (H407 – Option B) are all options for Sixth Formers. The set literature for the ancient languages will consist of a prose and verse text (as with GCSE) and the choice of text is usually at the discretion of the relevant teacher. Our Latin A level classes normally have three teachers, splitting the teaching of language, prose literature and verse literature, while Classical Greek A level classes usually have two



teachers, splitting language and literature. The department enjoys small class sizes in the Sixth Form, making for a superb learning environment. We can routinely expect one class for each of our three subjects in each year of the Sixth Form, with class sizes normally ranging anywhere from two to ten students. As at GCSE the Ancient History A level specification has a wide range of Depth Study choices and in addition to the compulsory Period Study topics, the department currently teaches:

- H407/11: The Society and Politics of Sparta, 478-404 BC
- H407/22: The Flavians, AD 68-96

The department consistently achieves outstanding results at GCSE and A level. Every year several of our A level linguists choose to read Classics or a related degree, while our A level ancient historians often opt for Modern and Ancient History, or Classical Archaeology and Ancient History at degree level. Students will often go on to study at Oxford or Cambridge and other universities which have a strong reputation for the subjects.

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

Junior (Acropolis) and Senior School (Lyceum) Classics Society groups meet regularly and pupils in Years 10-13 are given the opportunity to join our overseas trips to Greece, Rome and the Bay of Naples. In the past we have run trips to various Greek play performances (both in Cambridge and London), as well as visits to lecture study days and the British Museum. There is the potential for more domestic trips, and we hope to reintroduce ventures to Hadrian's Wall and closer sites, such as Verulamium, in the near future. We have a successful Sixth Form breakfast discussion group ('Coffee, Croissants and Classics', the CCC), and encourage student-led initiatives that explore specific aspects of Antiquity. Students also have the opportunity to participate in the local Classical Reading Competitions (Junior, Intermediate and Senior categories), run by the local branch of the Classical Association, and Lower School pupils have the chance to involve themselves in 'Ludi Scaenici', the Latin play competition for local schools (usually hosted in our Performing Arts Centre, in the summer term).



The Role

The Perse School is looking to appoint a teacher of Classics and Ancient History to work at the Upper School, from **September 2025**. The successful candidate will have a clear passion for all aspects of Classics and Ancient History.

- The ability to teach Latin to GCSE level is essential.
- The ability to teach Classical Greek to A level is advantageous..
- The ability to teach Ancient History to KS3 is essential and to GCSE level would be advantageous.

There are opportunities within the Classics department to coordinate our extra-curricular provision.

For full details about the role, School and to apply using the School's online application form please visit <https://www.perse.co.uk/work-with-us/>.



Key Responsibilities

Accountability

The teacher of Classics and Ancient History is ultimately accountable to the Head but day to day accountability will be to the Head of Department. The following duties shall be deemed to be included in the professional duties which the teacher may be required to perform.

Curriculum

- Teaching throughout the school 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.
- 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.
- Being proactive in exploring innovative ways of delivering ICT through the curriculum.
- 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. Teachers are required to:

- Contribute to the extra-curricular life of the school through Games, the Enrichment Programme or other appropriate commitment.
- Be a form tutor.
- Contribute to the PSHEE or Emotional Wellbeing programme.



Key Responsibilities

Applicants without formal teaching qualifications or experience

Applicants without formal teaching qualifications or experience will be considered for this position.

The Perse School has a long record of training and developing teachers in situ, and many highly successful teachers started with no formal teaching qualifications. For applicants without a teaching qualification we are looking for: a high level of subject knowledge, enthusiasm, good communication skills, patience, an empathy with young people and a desire to get involved in the extra-curricular life of the school. Training and induction sessions are provided for all new members of staff, with additional support for those new to teaching.

Early Career Teachers

The school is fully accredited to participate in the Independent Schools Teacher Induction Panel Early Career Teacher Programme ([ISTip: istip.co.uk/about/](http://istip.istip.co.uk/about/)). ECTs will be provided with a comprehensive induction and mentoring programme which supports the achievement of qualified teacher status (QTS).

Timetable

The School operates a ten-day timetable cycle, consisting of the equivalent of 80 x 40 minute periods. The timetable block structure makes it possible for lessons to be either 40, 60 or 80 minutes long.

Most members of staff are allocated to about 62 periods per cycle including games and enrichment sessions. Four periods are allowed for being a form tutor meaning that a typical teaching load may be around 58 out of 80 periods.

Newly qualified and inexperienced teachers receive additional period remission for training, mentor meetings and induction.

The successful applicant will be required to teach Classics and Ancient History across the age range, be a form tutor and contribute to the extra-curricular programme.



Person Specifications

Qualifications

- High Class Honours Degree in Classics, Ancient History or a related subject.
 - PGCE desirable but not essential.

Skills and Experience

- The capacity to inspire pupils of all abilities and enhance pupil learning.
- Proven communication and interpersonal skills.
- High level of literacy, attention to detail and ability to use initiative.
- High administrative skills, effectively managing commitments and deadlines.
- ICT competence and willingness to learn and use new technologies.

Personal competencies and qualities

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional intelligence and resilience.
- Positive attitude to use of authority and maintaining discipline.
- Empathy for pupils, parents, staff and the community.
- Shares in the values that define the school community: intellectual curiosity and scholarship, endeavour, breadth and balance, and valuing one another and the environment.
- Works collaboratively and supportively with colleagues within school and with colleagues in other organisations.
- Respects and values the different experiences, ideas and backgrounds others can bring to work and to teams.
- Ability to motivate and encourage participation in activities both inside and outside the classroom and a willingness to take part in/organise trips and visits.
- A generosity of spirit and a willingness to contribute to the extra-curricular life of the school.
- Committed to continual personal and professional development.



Safeguarding

Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact.

Review

The job specification will be reviewed biennially as part of the professional development cycle. Any changes may be made through review with the Deputy Head (Staffing and Operations) and the Director of HR.





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 2024

		Salary £	Salary £
Scale Point	In Year	APTIS max	APTIS min
S1	1	£35,923	£39,062
S2	2	£37,997	£41,316
S3	3	£40,758	£44,320
Threshold 1			
S4	4	£43,359	£47,147
S5	5	£46,722	£50,804
S6	6	£50,345	£54,743
S7	7	£53,288	£57,944
Threshold 2			
S8	8	£54,564	£59,331
S9	9	£56,470	£61,405
S10*	10	£57,572	£62,603
Threshold 3			
S11*	12	£59,025	£64,183
S12*	14	£60,299	£65,567
S13*	16	£62,041	£67,462

*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.



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	£2,833	£3,080
Prep School Payment	£1,279	£1,391
Pelican Class Teacher Allowance	£731	£795

Responsibility Allowances	RAs	APTISmax	APTISmin
All Schools	1	£377	£409
Combined maximum (62)	62	£23,374	£25,358
Single role maximum (52)	52	£19,604	£21,268

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

At The Perse School, we value the well-being of all staff and offer a supportive environment that balances professional ambitions with personal growth, opportunity and work-life balance.

- 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 new swimming pool which opened in September 2024, 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

Candidates will be invited to spend time at the school and to meet the Head and Deputy Heads alongside the Classics department.

The closing date for applications is **Monday 24 March at 9am** 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 **Friday 28 March**. The interview will include planning and teaching a lesson and candidates will be given information in advance to help prepare.

Safer Recruitment

The Perse School is 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.



THE PERSE
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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

The Perse School Cambridge

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