



# THE ORATORY



**BRIEF FOR THE POST OF  
LEAD TEACHER OF  
SCIENCE BIOLOGY  
JANUARY 2027 START**

# THE SCHOOL

**The Oratory is an HMC independent school for students aged 11 to 18, providing an all-round education of quality and purpose.**

We offer small class sizes and outstanding facilities on a wonderful South Oxfordshire country estate and yet we are within easy travelling distance of London, major motorways, railways and airports.

The Oratory School has high academic standards; however, we believe that an education is about more than statistics. We have a clear vision to ensure that each student flourishes and fulfils their maximum potential both in and far beyond the classroom. To this end, a wide variety of co-curricular activities enrich the students' learning, and all students get the opportunity to develop their specific talents to the full.

The Oratory is not a large school, and this enables every student to be known, valued and stretched as an individual within our nurturing community.

Founded in 1859 by Saint John Henry Newman - we are a Catholic school which welcomes students of all faiths or none. Visitors often comment on the inclusive community atmosphere of our school, which we believe nurtures confidence, self-expression and a desire to learn and grow.



## WELCOME FROM THE HEAD MASTER

Mr Matthew Fogg became Head Master of The Oratory School in April 2025, having previously been Deputy Head of the school since 2018.

Matthew is a graduate of Durham University and has dedicated his career to Catholic boarding schools. He has a daughter and son, both of whom are pupils at The Oratory and his wife, Dr Vicky Fogg, is Housemaster of The Oratory's girls' house, Wootten House

Matthew says, "I consider it to be an extraordinary honour to be able to take on the role of Head Master at Saint John Henry Newman's school, and to build on the very many achievements and successes to date. Vicky and I moved to The Oratory in Woodcote, along with our children Bella and Leo, 7 years ago, because of our desire to work in a school that is rooted in its Catholic heritage and which provides all of its pupils with the opportunity to flourish both spiritually and academically, in their sporting and cultural lives, and to make friendships that will last a lifetime.

I shall do everything in my power, along with all the wonderful staff here, to ensure that as well as building on The Oratory's academic performance, and on our sporting achievements, where we already punch above our weight, I will personally encourage each and every pupil to develop the skills, human skills, that set the scene for a life fully lived. I want all of our pupils to do well - and to do good. Qualities such as leadership, teamwork, resilience, compassion and generosity of spirit must not just be talked about, but lived, shared and witnessed in our daily lives."

**Mr Matthew Fogg**  
Head Master



# THE FACULTY

As of September 2026, the Science Department will be responsible for the delivery of Biology, Chemistry, Physics, Psychology and Physical Education. There are currently twelve members of teaching staff involved in the delivery of these subjects. The Faculty is ably supported by the services of two technicians (one part-time) and is housed in seven well-equipped teaching laboratories as well as non-laboratory classrooms in the main building and the Sports Centre.

All students are taught by science teachers according to their specialism. 1st and 2nd Form follow the Springboard Science specification. In 3rd Form students begin their GCSE course, following the AQA (9-1) specification and opt for a Combined Science or Separate Science pathway at the beginning of the 4th Form. At A Level, Biology and Chemistry follow OCR A while Physics, Psychology and Physical Education follow AQA.

## ACCOUNTABLE TO

Faculty Head or nominated member of the Senior Leadership Team.

## LINKS BEYOND THE FACULTY

- Liaising with the Head of Curriculum Support about the academic needs of pupils.
- Liaising with the Librarian about suitable material to be purchased for the library, and ways of encouraging use by pupils.
- Keeping informed of changes in syllabuses, teaching materials and methods, and other issues affecting the teaching of the subject and bringing these to the attention of other colleagues as is appropriate.
- Contributing as necessary to the working groups which promote academic development within the school.

Some departments will have needs entailing additional duties, which will usually be discussed at the time of appointment to the post.



# THE ROLE

**The Oratory School are seeking an enthusiastic and skilled Lead Teacher of Science Biology to join our dynamic and supportive team, delivering high-quality teaching across all levels, part time hours may be considered for this role.**

The successful candidate will inspire curiosity and a passion for scientific understanding, fostering both academic achievement and critical thinking in students of all abilities. They will demonstrate strong subject knowledge across the sciences, alongside the capability to deliver engaging and effective Psychology lessons, contributing to a broad and balanced curriculum. This role offers an exciting opportunity to support students' intellectual and personal development within a committed and forward-thinking educational environment.

The ability to develop a strong rapport with pupils that promotes high academic standards and intellectual curiosity is paramount, together with the enthusiasm to encourage pupils to pursue the subject further at Sixth Form and beyond. You will also be expected to contribute actively to and represent the department at key school events, including Parents' Evenings, Open Mornings, Year Assessment Days, Careers Evenings, and the Sixth Form Choices Evening, thereby supporting pupil recruitment and progression.

In this role, you will have the opportunity to create a supportive and engaging learning environment for pupils of all abilities. You will also be expected to participate in school-wide initiatives and help promote the importance of Science education to parents and the wider community.

Microsoft Teams is used to support teaching and learning, including the sharing of resources, revision materials and the setting of homework.



## THE ROLE continued..

The Department also enriches the curriculum through trips and events and other co-curricular opportunities that bring the subject to life.

In any school, and particularly in a boarding school, the emphasis is on total education, and we provide a wealth of opportunities for our pupils. The School is therefore keen to appoint teachers who would wish to play an active role in the co-curricular programme. An interest in supporting activities such as sport, the arts, academic enrichment or the Combined Cadet Force would be an advantage.

## LEAD TEACHER RESPONSIBILITIES:

### Academic Leadership

- General organisation of the subject in the school, including curriculum development, and development of schemes of work and resources.
- Being prominent in advising students and their parents on academic matters, including subject choices and university courses.
- Monitoring of weaker examination candidates.
- Together with the Head of Science, reviewing performance annually, and agreeing targets to be set for the next year.
- Reporting regularly to the Head of Science, as 'line manager', on matters affecting the department.
- Bringing to the attention of the Head of Science, and other senior staff when appropriate, any significant problems, whether involving staff or students, when support or intervention is likely to be needed, or where communication from parents is likely.

### Departmental Leadership

- Together with the Head of Faculty, monitoring and supporting the teaching of Biology by members of the department.
- Assisting the Head of Faculty in the appraisal of colleagues, as required.
- Together with the Head of Faculty, monitoring the assessment of students in Biology by members of the department.
- Providing advice on the professional development of colleagues.



# Administration

- Organizing the setting and marking of internal examinations, and entrance tests to the school as required, and the provision of results.
- Supervision of Endorsed Practical arrangements, ensuring that criteria are fulfilled and deadlines are met.
- Ensuring the integration of appropriate ICT within departmental schemes of work.
- Advising on the choice of books and teaching materials and examination syllabuses.

## KEY RESPONSIBILITIES

### 1. Teaching and Learning

The duties of a classroom teacher at The Oratory School include the following:

- To raise pupil attainment and ensure strong progress in your subject area.
- To plan and teach lessons, assess pupil progress and maintain accurate records.
- To set prep regularly, (in accordance with the School's prep policy), which consolidates and extends learning and to encourages pupils to take responsibility for their own learning.
- To make a significant contribution to curriculum planning, and the development of resources, schemes of work and policies, to ensure teaching drives learning and progress.
- To use a variety of teaching strategies tailored to pupil needs and programme demands.
- To work with SEND and support staff in order to benefit from their specialist knowledge.
- To continuously develop teaching practice through training in order to improve the quality of teaching and learning in the Department.
- To ensure high quality learning experiences that meet standards.
- To use positive management of behaviour in an environment of mutual respect, which allows pupils to feel safe and secure, and promotes their self-esteem.



# Key Responsibilities Contin....

## 2. Professional Standards & Development

- To be a role-model to pupils through personal presentation and professional conduct.
- To arrive in class before the start of the lesson, and to begin and end the lesson on time.
- To cooperate with the employer on all matters concerning Health and Safety and specifically to take reasonable care of their own Health and Safety and that of any other person who may be affected by their acts or omissions at work.
- To be familiar with the school and department handbooks and support all the school's policies.
- To establish effective working relationships with professional colleagues and associate staff.
- To strive for personal and professional development through active involvement in the school's induction programme, staff development, and performance management procedures.
- To seek continually an improvement in professional practice, to include attendance at departmental meetings, and participating in appropriate INSET, whether organised in school or externally.
- To liaise effectively with parents/guardians.
- To undertake any reasonable task as directed by the Line Manager.
- To consider the needs of all pupils within lessons (and to implement specialist advice) especially those who have SEND; are more able; are not yet fluent in English.
- To uphold the ethos of the school, including its emphasis on pastoral care for individual pupils.



# Key Responsibilities Contin....

## 3. Pupil Progress and Pastoral Contribution

Teachers also contribute to the pastoral life of the School by:

- Monitoring the progress and wellbeing of pupils within their subject.
- Working collaboratively with Form Tutors, Heads of School and the Curriculum Support team.
- Attending parents' meetings and supporting communication with families.
- Supporting behaviour expectations in line with School policy.
- Acting as a Form Tutor where required.

## 4. Wider Contribution to School Life

Teachers are expected to:

- Contribute actively to co-curricular and enrichment opportunities.
- Participate in whole-school events such as Open Days and Options Evenings.
- Support subject-related trips and educational visits.
- Undertake supervisory duties in accordance with duty rotas.
- Attend meetings as required.



# General

This job description outlines the main responsibilities of the role. It is not exhaustive. The postholder may be required to undertake other reasonable duties commensurate with the seniority of the role and the needs of the School.

## SALARY

Dependent on qualifications and experience. The school has its own attractive salary scale.

## SAFEGUARDING AND COMPLIANCE

The School is committed to safeguarding and promoting the welfare of children and young people. The following duties will be deemed to be included in the duties which you may be required to perform:

- Uphold and implement the School's safeguarding policies and procedures.
- Promote a culture of vigilance and pupil welfare.
- Report any safeguarding concerns promptly in line with School procedures.



## PERSONAL SPECIFICATION

<p><b>Qualifications and Academic Profile</b></p>	<ul style="list-style-type: none"> <li>• A strong academic background, with a good honours degree in Biology or a closely related subject.</li> <li>• The ability to teach Biology to GCSE and A Level. The ability and motivation to introduce and deliver another Science would be an advantage.</li> <li>• Secure and up-to-date subject knowledge across the 11–18 age range, with an understanding of current curriculum and examination developments.</li> <li>• Intellectual curiosity and academic credibility appropriate to a high-performing independent school environment.</li> </ul>
<p><b>Teaching and Learning</b></p>	<ul style="list-style-type: none"> <li>• A clear passion for the teaching and for inspiring a love of literature and language.</li> <li>• The ability to motivate pupils of all abilities to achieve their best.</li> <li>• The capacity to reflect critically on practice and respond constructively to feedback from departmental and senior leaders.</li> <li>• A willingness to engage with pedagogical development and apply new strategies to improve pupil outcomes.</li> <li>• High expectations of pupil engagement, behaviour and academic standards.</li> </ul>
<p><b>Professional Skills and Attributes</b></p>	<ul style="list-style-type: none"> <li>• Strong organisational and time-management skills, with the ability to prioritise and meet deadlines.</li> <li>• Effective communication skills.</li> <li>• Good collaborative skills, able to quickly establish effective internal and external working relationships with key people across the school including colleagues, students and parents.</li> <li>• Competency in the use of ICT for teaching, administration and digital learning.</li> <li>• Sound professional judgement and attention to detail.</li> <li>• Reliability and personal accountability.</li> </ul>
<p><b>Personal Qualities</b></p>	<ul style="list-style-type: none"> <li>• Adaptability, resilience, energy and perseverance.</li> <li>• Self-confidence combined with professional humility.</li> <li>• Emotional intelligence and sensitivity in dealing with pupils, colleagues and families.</li> <li>• An ease with, and genuine interest in, young people.</li> <li>• Enthusiasm and presence that inspires confidence in pupils and parents.</li> <li>• A professional manner and presentation appropriate to a boarding school setting.</li> </ul>
<p><b>Desirable</b></p>	<ul style="list-style-type: none"> <li>• Qualified teacher status.</li> <li>• Experience of undertaking Form Tutor role.</li> </ul>

# BENEFITS

## PARKING

Free & onsite



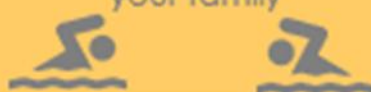
## MEAL

Free on duty meal during term time



## POOL

Sports Centre membership for you and your family



## STAFF ROOM

Space to take a break, share ideas. Team events, in a supportive environment.



## GROWTH

CPD training available to all employees.



## GYM

Sports Centre membership for you and your family



## FEE DISCOUNT

Fee discount is available to all employees.



## ELECTRIC CAR CHARGING

Electric Car Charging points available.



## SQUASH

Sports Centre membership for you and your family – including access to our squash courts.



## LOCATION

Situated in beautiful grounds, for walking meetings and breaks.



## EYE VOUCHER

Vouchers are available for eye tests in line with VDU use.



## GOLF

Sports Centre membership for you and your family – including access to our golf course.

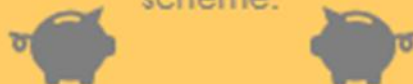


## TECHNOLOGY

Great support, advice and loaned devices, as needed.

## PENSION

Contributory pension scheme.



## SALARY

Competitive



# HOW TO APPLY

Applicants should complete the school's application form and send together with a covering letter in PDF format to [recruitment@oratory.co.uk](mailto:recruitment@oratory.co.uk)

The closing date for applications is **Sunday 12 July 2026** with Interviews taking place soon thereafter.

Early applications are encouraged. We reserve the right to close this advertisement early if we receive a high volume of suitable applications or if we find a suitable candidate from early applications.

## The interview process will include:

- Interview with the Headmaster and HR.
- Tour of the school.
- Delivery of a GCSE or A Level lesson observed by the Director of Studies.

## Please send postal applications together with a covering letter to:

Director of People, The Oratory School, Woodcote, Oxfordshire, RG8 0PJ

For any queries, please email [recruitment@oratory.co.uk](mailto:recruitment@oratory.co.uk).

*The Oratory Schools Association Registered Charity No 309112 is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo checks with past employers, online and the Disclosure and Barring Service. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exception Order 1975, 213, 2020.*





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