



Langley Park
School for Girls



Head of Biology Recruitment Pack

Enabling everyone to thrive - acting with
kindness, determination and respect

Head of Biology
Full time or part time
Required for September 2026
Main/Upper Pay Range (Outer London) + TLR 2b

We are looking to appoint a full-time or part-time Head of Biology from September 2026 to join a large, successful and friendly Science department with a track record of supporting students to achieve significant success and enjoyment in our subject.

You will have a love of Biology and belief in the ability of every student to enjoy and achieve in the subject, as well as the ability to lead and inspire a committed team of teachers to sustain high standards of teaching and learning and achievement.

Langley Park School for Girls is a high achieving, popular and well-respected school within our local community. Situated on the Langley Park campus alongside our neighbouring boys' school and primary school, we benefit from excellent transport links to and from central London and proximity to the Kent countryside.

“Pupils flourish into independent, confident young adults at this school.”

“Pupils are polite, kind and respectful to one another. They have strong professional relationships with their teachers.” (Ofsted)

“The school curriculum supports pupils to excel.” (Ofsted)

We can offer:

- Highly motivated students with a commitment to their learning.
- Very good standards of student behaviour.
- Innovative approaches to Teacher Professional Development.
- Opportunities to work and grow within our trust and beyond the school.
- A friendly and supportive working environment.
- An Employee Assistance Programme and flu vaccination.

Closing Date: Tuesday 5th May 2026 (9.00am)

Interviews Date: Friday 8th May 2026

Please apply via the link on the [current vacancies page](#) on our school website using the MyNewTerm application portal.

For further information please contact Helen Partridge (HR Manager)

hpa@lpgs.bromley.sch.uk

We are committed to equality of opportunity for all our staff. We particularly welcome applicants from ethnic minority backgrounds as they are currently under-represented on our staff body. We recognise the vital contribution that members of a diverse team make to our students' learning. The range of cultural experiences, differing viewpoints and role models this brings is essential in our Trust and we recognise the gap that would be left in our offering without these.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Therefore, the successful applicant will be subject to Enhanced Disclosure and Barring Service check.

Dear Candidate,

Thank you for your interest in joining our community as a Head of Biology. The information here gives a brief sense of our school. Equally, you are most welcome to arrange time to visit.

Langley Park School for Girls, part of Impact Multi Academy Trust, is a large secondary comprehensive school in Beckenham. We have 1,200 girls in Year 7-11 and large co-educational Sixth Form of 450 students. We proudly draw from a large number of boroughs and schools in our Sixth Form creating a diverse and vibrant community.

LPGS has a proud history and is an exciting environment in which to work and study. The arts are highly valued and invested in and staff and students alike enjoy the wide range of opportunities available: our dynamic careers academy and huge range of clubs, societies, groups and trips.

We have an ambitious and broad curriculum, for example:

- All Year 7 students learn an instrument for a term as part of our music scheme to widen access and participation.
- KS3 students enjoy Dance and a Visual Arts rotation of Art, Textiles, Digital Media, Food Preparation & Nutrition and Design Technology.
- 83 % are entered for EBACC which compares favourably both locally (55%) and nationally (40%).
- Just recently, students have enjoyed trips within the UK and international visits to Tenerife on the Spanish Exchange, Salzburg with the Music tour and our Camps International expedition to Peru.

We achieve positive academic results whilst also focusing on student wellbeing and mental health.

If you would like to be part of our school community, we would welcome your application.



Kind regards,

Steve Whittle
Headteacher

Life at LPGS



My daughter really benefited from the healthy and sustained pastoral support at the school – mental health and wellbeing are not treated in a tokenistic, one-off kind of way.

Parent

When you have a child who is on the SEN register, it can sometimes feel like pushing water up a hill, but the SENCO explains everything so well, makes it clear, and that is because he cares.

Parent

I felt the sense of community, we were all one team with one common goal of just achieving great things, and we were all willing to help each other. That's what really drew me to here.

Sixth Form student

Pupils flourish into independent, confident young adults at this school.

Ofsted

My students and colleagues make me laugh and I look forward to coming into work due to their hard work and fascinating insights.

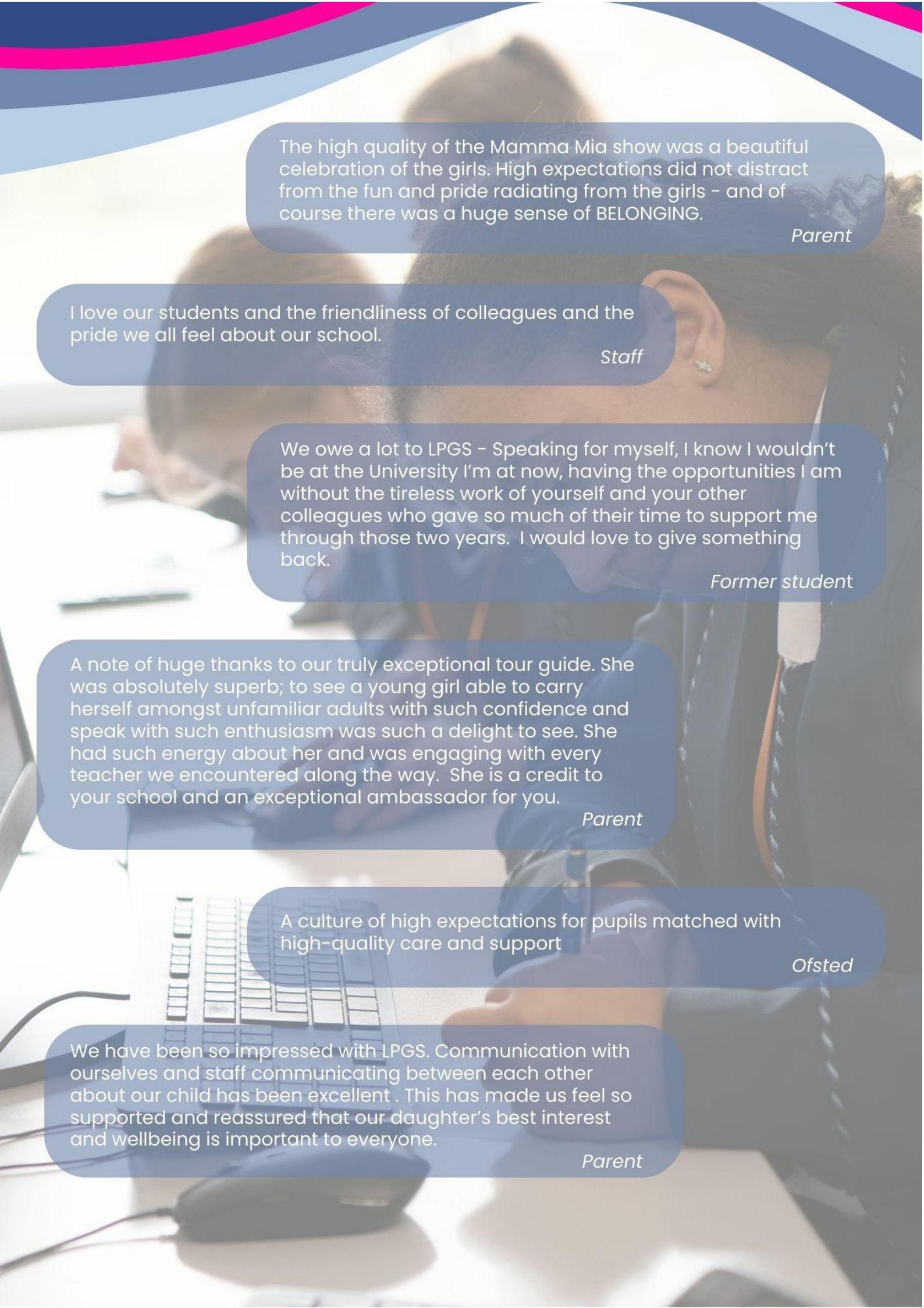
Staff

The quality of teaching at this school is nothing short of outstanding. Staff have always been there to fully prepare us for exams and have always gone out of their way to provide us with a high standard of education. The Sixth Form community is extremely friendly and diverse and is a community of individuals who are keen to succeed and help one another.

Student

We are sure our daughter learned a lot about teamwork, perseverance and the joy of adventure thanks to your thoughtful planning and engaging activities on this trip.

Parent



The high quality of the Mamma Mia show was a beautiful celebration of the girls. High expectations did not distract from the fun and pride radiating from the girls - and of course there was a huge sense of BELONGING.

Parent

I love our students and the friendliness of colleagues and the pride we all feel about our school.

Staff

We owe a lot to LPGS - Speaking for myself, I know I wouldn't be at the University I'm at now, having the opportunities I am without the tireless work of yourself and your other colleagues who gave so much of their time to support me through those two years. I would love to give something back.

Former student

A note of huge thanks to our truly exceptional tour guide. She was absolutely superb; to see a young girl able to carry herself amongst unfamiliar adults with such confidence and speak with such enthusiasm was such a delight to see. She had such energy about her and was engaging with every teacher we encountered along the way. She is a credit to your school and an exceptional ambassador for you.

Parent

A culture of high expectations for pupils matched with high-quality care and support

Ofsted

We have been so impressed with LPGS. Communication with ourselves and staff communicating between each other about our child has been excellent. This has made us feel so supported and reassured that our daughter's best interest and wellbeing is important to everyone.

Parent



Impact Multi Academy Trust (IMAT)

We believe that being a Trust with both primary and secondary schools is an enormous asset, since it enables us to share our expertise and knowledge, learning from each other to improve the education of children from ages 4 to 18. We have high aspirations for our students that attend Impact Multi Academy Trust schools. We also have high expectations about what they will receive from, and contribute to, their education.

We believe strongly in educating the whole child. We offer our students the highest quality academic education, delivered within a broad, balanced and rich curriculum; alongside which our schools offer a wide range of high quality extra-curricular opportunities, with music and sport a particular strength.

The heads, senior leaders and colleagues actively meet and collaborate – this work is furthered by our Curriculum Strategy Leads.

Our Trust, as it is today, was formed in September 2022 and currently comprises seven schools:

- Clare House Primary School
- Darrick Wood School
- Hawes Down Primary School
- Hayes School
- Langley Park Primary School
- Langley Park School for Boys
- Langley Park School for Girls
- Ravens Wood School

For further information, please visit the Trust website www.imat.uk.



Staff Wellbeing

Our commitment to this is captured in our Staff Wellbeing Charter which you can read in detail [here](#) and includes:



CPD – we invest in our staff and in ourselves through a [professional growth](#) approach to appraisal that prioritises our improvement as teachers over data-driven targets



Respectful relationships are at the heart of how we approach others in our community: staff and students.



We take a conscious work-load focused approach to marking (no onerous expectations), data drops and parents' evenings.



A deliberate and moderate approach to emails and communication, using scheduled staff communications instead of lots of emails and no expectation that staff respond outside of their working hours.



Trained Mental Health First Aiders to support staff and a comprehensive Employee Assistance Programme that includes 24 hour support line, swift access to counselling and a wide range of advice and support via the Wisdom App.

The Science Department

The Science department at LPGS is an enthusiastic and friendly team of twenty nine full-time and part-time teachers and four technicians, with a track record of excellent and continually improving exam results.

Our curriculum purpose:

Science is a popular subject at LPGS. We offer Triple Science as an option subject at GCSE, and typically run two classes each year. Our bespoke 5 year spiral curriculum aims to develop a mastery knowledge of the three disciplines of Biology, Chemistry and Physics, as well as nurturing students' inquisitive nature and interest in the physical world. We offer A level Biology, Chemistry and Physics as well as Applied Science and Medical Science. Our KS5 classes are popular and offer a supportive and engaging environment for students to develop their passion and mastery for science.

We expect our students to set themselves high standards to achieve – and they do. Our staff work closely with students to ensure that they constantly reflect upon their progress and set a personalised path for improvement. This is aided by regular timed questions in class, mock examinations and short tests to provide the experience and practice of revising and writing under timed conditions. Our students are encouraged to take responsibility for their learning, actions and behaviours; to complete class and homework to the best of their ability and within the time frame given.

This post offers an exciting opportunity to join a dynamic, successful and supportive team and also the prospect of supporting extra-curricular activities and undertaking additional responsibilities.

Our GCSE cohorts are studying the AQA (Trilogy) and Separate Sciences specifications and at present KS5 students follow the Pearson (Edexcel) Biology A (Salters-Nuffield) specification.

The successful candidate will have high expectations of themselves and of all students. The post requires enthusiasm, a love of Science, effective communication and leadership skills and excellent classroom practice.

The following video introduces our A-Level Biology course, expectations and experience to prospective students.



Job Description

Purpose of the Job

To lead the Biology department, ensuring high-quality teaching and learning across all key stages. You will develop and implement an engaging curriculum, support staff development, and ensure the highest standards of student achievement. The role includes monitoring progress, promoting academic excellence, and contributing to the school's wider objectives. As a key leader, the Head of Biology will inspire both students and staff to achieve their full potential.

Responsible for:

- Supporting teaching staff in delivering the highest quality learning experiences in order that all our students achieve their potential.
- The attainment and achievement of students and raising standards in Biology.
- Developing and enhancing the teaching practice of others in delivering dynamic, effective, inclusive and memorable learning experiences.
- Collaborative working practices and intelligent accountability.
- Leading, managing and developing the subject area.
- The learning environment within the areas of the school in which the department is housed.
- Managing and deploying teaching / support staff, financial and physical resources.
- Working with the Headteacher and governors in ensuring that school policies and procedures are understood and implemented by staff and students, especially with regard to health & safety, risk assessments, COSHH, equality of opportunity and social inclusion.
- Assisting the Headteacher in managing the school or such part of it as may be determined by the Headteacher and carrying out other duties that may be requested from time to time.
- Valuing and contributing to the schools achievement culture, to its commitment to self-evaluation and improvement, and to its school partnerships.

Duties and Responsibilities

Impact on educational progress beyond your own student groups

- To ensure a dynamic and engaging curriculum that provides continuity and progression in the subject of Biology for all students, and that appropriate use is made of baseline & progress data.
- To ensure that regular termly and systematic student attainment tracking checks are carried out, followed up, reported as appropriate & information used to eliminate 'gaps' in students' progress.
- To work closely with the faculty team to ensure the effective management of students, placing emphasis on a positive system of care and support, social and personal development.

- To take account of the needs of all students including disadvantaged and those on the SEND Register, ensuring appropriate support and provision.
- To ensure the effective development of students' literacy, numeracy and ICT skills through Biology.
- To ensure all guidelines and requirements of academic and vocational qualifications are adhered to consistently and without exception.
- To oversee arrangements for homework/independent and Guided Learning and work experience.
- To oversee preparation of students for all assessment and examinations in Biology and reporting to parents/carers.
- To monitor student attendance and behaviour in lessons and liaise with the Heads of Year, tutors and families.
- To encourage the display and celebration of students' work in the school.
- To lead on the recruitment of students to KS5 courses.
- To liaise with students, parents and carers providing guidance for Key Stage 4, 16+ and FE/HE courses.

Leading, developing and enhancing the teaching practice of others

- To keep abreast of local and national developments in Biology and with wider professional policy changes.
- To ensure that staff development needs are identified and appropriate steps taken to meet them.
- To be responsible for the quality assurance of all department work.
- To promote teamwork to enhance the quality of teaching and learning, motivation and working relations of staff.
- To take part in the school's ITT programmes.
- To ensure that department development reflects the school's Improvement Plan priorities and is also reflected in the department's improvement plan.
- To lead the development of professional capital (collaboration) and intelligent accountability within the department.

Accountability for leading, managing and developing a subject or curriculum area or student development across the curriculum

- To lead curriculum development within the Biology team.
- To ensure that agreed curriculum policies, syllabuses, resources, and schemes of work are used in Biology together with the school's Learning and Teaching, Marking and Assessment Policies.
- To ensure that provision is made for differentiation within the teaching of Biology.
- To work within the Extended Leadership Team to ensure that LPGA provides excellence in all we do and develops students that achieve their potential.
- To ensure effective curriculum planning in the particular context of timetabling, examinations, assessment, SEN and attendance.

- To carry out a systematic programme of book sampling and similar curriculum audits and quality assurance activities, reporting outcomes to the Senior Leadership Team.
- To assist with buildings and premises development issues where these affect the department, taking responsibility for the condition of Biology teaching spaces and showing a particular concern for health and safety issues.
- To create and maintain a stimulating environment for teaching and learning.
- To ensure that the improvement plan's targets are kept in sustained focus throughout the years cycle.

Line Management and leadership responsibility for a number of people

- To maintain a handbook or data base containing all relevant policies and schemes of work.
- To ensure that monitoring of teaching and learning takes place to ensure common standards across the team and that action follows from the conclusion drawn.
- To ensure the welfare, performance management and training of staff.
- To ensure that work is provided where staff are absent and to contribute to the monitor of the impact of longer term staff sickness of classes' learning and progress, recommending necessary action.
- To provide disciplinary support to staff.
- To liaise with outside agencies as appropriate and actively support the school's enterprise and partnership work.
- To administer the department budget in line with the school's financial procedures.
- To ensure that department staff present themselves professionally at all times and that they realise what sort of role models they should be for students.
- To value and contribute to the school's achievement culture, to its commitment to raising standards, and to its specialist school ethos and priorities.
- To advise the Head of Faculty on staffing deployment and participate as required in staff appointments.

Person specification

Qualifications & Training	
Good Honours Degree	Essential
Qualified Teacher Status	Essential
Ability to teach at both GCSE and A-Level	Essential
Evidence of further relevant and substantial professional development	Essential
Professional experience, skills and knowledge	
A knowledge of current issues and educational development, specifically in relation to the teaching of Biology and Science	Essential
Strong subject knowledge and willingness to constantly update this	Essential
The ability to provide outstanding classroom teaching throughout the age and ability range	Essential
Experience of leading and developing the Biology curriculum	Desirable
Exhibit a range of teaching, learning and behaviour management strategies	Essential
Able to create a positive learning environment where expectations of students are high and behaviour is good	Essential
Act as a role model for students and staff through your personal and professional conduct	Essential
Knowledge of equal opportunities and approaches to inclusion	Essential
The ability to use ICT effectively in all aspects of work	Essential
A commitment to dynamic leadership of a team	Essential
The ability to work as part of a team	Essential
Good communication and interpersonal skills	Essential
Experience of line managing/supporting others	Desirable
Experience of leading CPD for colleagues	Desirable
Personal qualities	
A passion for working with young people and empowering them as 21st century learners and leaders	Essential
A commitment to raising standards and achievement	Essential
Evidence of being able to build and sustain effective working relationships with students, staff, governors, parents/carers and the wider community	Essential
Able to follow direction and work in collaboration with line manager and colleagues	Essential
A desire to take on extra responsibilities and to innovate	Essential
A desire to contribute to our varied enrichment programme	Essential
A commitment to inclusion and equality	Essential
Able to cope with change, be flexible and handle uncertainty	Essential
The ability to work hard, remain positive and effective under pressure and see projects through to completion	Essential
Have good time management and personal organisational skills	Essential
Have an excellent attendance and punctuality record	Essential
Special requirements of the role	
Demonstrate a commitment to equality and social justice	Essential
Demonstrate a commitment to promoting the school's ethos, values and aims	Essential
Knowledge of equal opportunities and approaches to inclusion	Essential
Show a commitment to safeguarding and promoting the welfare of children and young people	Essential

Explanatory notes

Application Procedure

1. Read carefully all the information about this post.
2. Apply online via the link on the Current Vacancies page on our school website using the My New Term portal.
3. In the supporting statement section please tell us:
 - a. Why you are applying for this post.
 - b. How your experience, skills, training and/or qualifications equip you for this position and specifically how you meet the person specification and requirements of the job description

Early applications are encouraged and we reserve the right to close the vacancy early if a suitable candidate is found.

Appointment Process

1. Suitable applicants will be shortlisted for an interview.
2. If you are successful, you will receive either a text message, email or phone call inviting you to attend an interview. It is therefore important that you give us a daytime telephone number and email address.
3. Candidates called to an interview will:
 - a. Be given a tour of the school.
 - b. Have an opportunity to meet with members of the department.
 - c. Be expected to teach a lesson to students that will be observed by one or more members of the staff and usually include the Head of Department and/or Assistant Headteacher. Details of the lessons to be taught will be given in advance.
 - d. Complete a task.
 - e. Deliver a presentation at interview.
 - f. Have a formal interview with the Head of Department and a member of the Senior Leadership Team.

Pre-employment Checks

The successful applicant will be required to:

1. Provide details of two referees who know you in a professional capacity, one of whom must be your current or most recent employer, Headteacher, or mentor at your placement if you are still training. It is our usual policy to take up references before interview where possible. Employment is conditional on these references being deemed satisfactory.
2. Provide proof of all relevant qualifications (GCSEs and A levels or equivalent), degree and teaching qualifications.
3. Provide proof of eligibility to work in the UK.

4. Undertake an Enhanced Disclosure and Barring Service check, and receive clearance. Please note that an enhanced check will reveal all criminal convictions on record, including those that might be considered 'spent'.
5. Complete a Health Declaration form and New Starter Health Assessment Questionnaire with our occupational health provider, Health Assured.

Conditions of Service

Employment is subject to a number of pre-employment checking procedures – these are given above.

This post is also subject to the School Teacher's Pay and Conditions Document and the Condition of Service for School Teachers in England and Wales known as the Burgundy Book. The professional standards for teachers will also apply.

The job description may not necessarily be a comprehensive definition of the post and may be subject to modification or amendment at any time after consultation with the post holder.

Salary

The salary will be in accordance with Main Pay Range or Upper Pay Range (as applicable) for Outer London, plus TLR 2b

Pension Scheme

Teachers, whether full or part time, will automatically be a member of the Teachers' Pension Scheme unless they elect to opt out.

Policy on Equal Opportunities

The Trust is an Equal Opportunities employer and appointments are based on the applicant's ability to meet the requirements of the position.

The Trust is opposed to any form of discrimination against any individual or group and welcomes the fact that our School includes a diversity of individuals from many races and cultures. Behaviour which is discriminatory on the grounds of race, colour, culture, nationality, gender, sexual orientation, disability, religion will not be tolerated.

The school is also committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



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