



RADLEY

**Teacher of Biology  
(Maternity leave cover)  
Radley College**

Radley College, Abingdon, Oxon OX14 2HR

01235 543000

[www.radley.org.uk/employment/working-at-radley](http://www.radley.org.uk/employment/working-at-radley)

# Job Overview

Radley College is inviting applications for the role of Teacher of Biology from September 2026 for Michaelmas term. This is a fixed term contract covering maternity leave and it is envisaged it will run until 31 December 2026.

This is an exciting opportunity to teach across the age range in a successful and innovative department within a friendly and collegiate school community. The successful applicant will assist the Head of Biology in bringing fresh ideas and impetus to an already strong department. There will be opportunities to contribute to the various clubs and societies the department runs as well as contributing to other boarding and extracurricular activities at Radley.

We have high expectations of all students and we support them to achieve their potential. An experienced teacher seeking a move into a strong department will find there is plenty of opportunity for responsibility and career development. We have also had much success in inducting those who are new to the profession

Radley College is committed to the highest standards of professionalism and quality in our teaching, and can provide opportunities for teacher training and development. We have an increasingly diverse pupil intake and we are looking to increase diversity within our Common Room and we therefore encourage and welcome applicants from all backgrounds. Some of our staff joined Radley straight from university, others after taking a PGCE. Some had taught in independent schools, others had not – and some had not taught before. For some, teaching has become their second (or third) career.



# Staff Benefits

- This position may come with accommodation which is free of rent, council tax and water rates
- Radley College has its own very competitive salary scale
- Entry into the College's Defined Contribution Pension Scheme with generous employer contributions
- Free meals during term time
- Reduced membership of Radley Sports Centre and access to other facilities on site
- Reduced membership of 9-hole golf course
- Professional development

## About Radley College

Radley College is an independent boarding school of 770 boys situated five miles south of Oxford on a stunningly beautiful rural campus close to Radley village. The school is academically selective and offers a significant number of bursary places to talented boys from a variety of backgrounds. As a full boarding school, Radley is a vibrant and active place to work, with many opportunities for teachers to get involved in an enormous range of extra-curricular activities and contribute to the excellent standards of pastoral care offered to our students. With most teaching staff housed on the site, one of the outstanding features of Radley is its sense of community and family atmosphere. The ethos of the school is one of warmth, generosity and kindness. We care about results in all areas of College life – we believe very much in the pursuit of excellence and have high expectations of ourselves and the boys – but care even more about the development of the character of each Radleian: culturally, emotionally and spiritually.



# How to Apply

If you have questions or would like to discuss the role prior to application, please email the Head of Department, Michael Noone (mgn.noone@radley.org.uk).

Applications must be submitted via our online application form. We encourage early application and reserve the right to appoint at any time.

Closing date for applications is 12 noon, Thursday 7 May with interviews scheduled to take place on Wednesday 13 May.

## Selection Process

If shortlisted, you will be invited for interview. Your interview will include a brief session with our Human Resources department, to undertake a number of identity checks. A list of valid identity documents will be sent to you prior to your interview.

In the event of not being successful, please be assured that all copies of identification will be destroyed.

## Safeguarding

Radley College is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment and be fully aware of, and understand, the duties and responsibilities that apply to their role. All employees must attend appropriate training in accordance with College and local Safeguarding Board stipulations.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. The post is exempt from the Rehabilitation of Offenders Act 1974 and the school is therefore permitted to ask applicants to declare all convictions and cautions on a self-declaration form in advance of attending an interview (including those which are spent unless they are protected under the DBS filtering rules) in order to assess their suitability to work with children. A disclosure, at the enhanced level, will be requested from the successful applicant but a criminal record will not necessarily be a bar to obtaining this position. S/he will also be required to produce original evidence of qualifications as well as evidence of the right to work in the UK.

Radley College Safeguarding policy can be found on the school website. The position will be offered subject to the receipt of satisfactory references, proof of qualifications and proof of right to work in the UK.

Equality, diversity and inclusion are values that are important at Radley College. We believe in diversity and actively welcome anyone regardless of their background to bring their valuable and relevant skills to the Radley community.

