



Framlingham
COLLEGE

Educating boys and girls aged 3 - 18

Teacher of Biology

CANDIDATE INFORMATION PACK



INTRODUCTION

Dear Applicant, Thank you for your interest in the position of Teacher of Biology at Framlingham College. Framlingham College is a co-educational boarding and day school which comprises the Prep School, in the beautiful setting of Brandeston Hall, and the Senior School which is set in the market town of Framlingham. Curiosity and inquiry are at the heart of a vibrant learning culture and at Framlingham College we believe that every child should experience the joy that is to be found in learning. A Framlingham College education aims to nurture essential skills and habits – adaptability, teamwork and good decision-making for example – by weaving them into the curriculum. We are determined to prepare our young people for their adult world. We are seeking to appoint an outstanding and dynamic Teacher of Biology from January 2027. The Biology Department is highly ambitious and outward-looking, hosting an annual Biology Conference that brings together six schools alongside representatives from universities, research institutions and scientific organisations, providing exceptional opportunities for collaboration and enrichment. There is also a strong focus upon providing high-quality teaching and learning within the department, as reflected in strong recent results, and the successful candidate will have a proven track record of excellent teaching at GCSE and A level. The ability to teach a second science subject to GCSE will be an advantage. This role should provide an exciting opportunity for the right candidate to work in a fine department in a forward-looking, dynamic and inspirational environment. A willingness to make a full contribution to life in this busy boarding school is essential. We will offer you extensive ongoing CPD opportunities and a highly supportive working environment as well as a range of other staff benefits. We welcome all applications especially from independent thinkers, creative minds and inspirational teachers and very much look forward to receiving your application. Early applications are encouraged as we reserve the right to appoint before the closing date.

Closing date for applications: 9am on Wednesday 23 September 2026

Interviews W/C Monday 28 September 2026

The School reserves the right to interview candidates ahead of the closing date and applications will be considered as they are received.

THE SCHOOL

Framlingham College

Framlingham College is a co-educational day and boarding school for pupils aged 2 to 18, set across two beautiful campuses in the Suffolk countryside. The Prep School, including Framlingham College Nursery, is located in the village of Brandeston, while the Senior School sits in the historic market town of Framlingham, overlooking Framlingham Castle.

At Framlingham, we believe in the individual. There is no typical Framlinghamian and no singular path that we take. Our pupils are academics, actors, musicians, sports people, innovators, scientists, artists, adventurers and much more. Often, they are many things at once, but each is an individual with their own story.

An ambitious learning culture sits at the heart of a Framlingham education. We are aspirational for every pupil, encouraging curiosity, a spirit of enquiry and a love of learning, while recognising that some of the most important learning happens beyond the classroom.

Academic study is complemented by an extensive programme of sport, music, drama, outdoor education and co-curricular activities, alongside strong pastoral care and a vibrant day and boarding community.

From Nursery through to Sixth Form, we encourage every pupil to explore their interests, embrace new experiences and create their own story.

A part of the Mill Hill Education Group

A charitable collection of independent schools. Its aims of instilling values and inspiring minds has been a key focus since the founding of Mill Hill School in 1807. All schools share an educational philosophy around developing thoughtful and responsible pupils with a global outlook. School life combines academic rigour with a breadth of opportunities to develop young people able to flourish in an ever-changing world.



JOB DESCRIPTION

Application forms are to be submitted through my new term which can be found on our Framlingham College website alongside the recruitment packs. If you have any questions, please don't hesitate to contact us via hr@framlinghamcollege.co.uk.

KEY RESPONSIBILITIES

Major Duties of Subject Teacher

- Delivery of Biology across the 13-18 age range (Years 9 to 13), including preparation of pupils for GCSE and A Level
- There could be the opportunity to teach another Science to GCSE and/or A Level
- Demonstrate an enthusiasm for the subject which will inspire pupil progress
- Promote a passion for Biology beyond the classroom, inspiring pupils to engage with the breadth of the subject through enrichment activities, scientific events, competitions, lectures, fieldwork and wider departmental initiatives
- Planning and preparation of Biology lessons
- All staff are expected to make a meaningful contribution to the co-curricular life of the College
- Support the stated aims of the College as given in the College's strategic plan
- Operate within the context of a full boarding school
- To carry out a share of college duties and extra-curricular activities, including Games where appropriate

Teaching & Learning

- To manage pupil learning through effective teaching in accordance with the Department's schemes of work and policies
- To ensure continuity, progression and cohesiveness in all teaching
- To use a variety of methods and approaches which differentiate and stimulate to match curricular objectives, and the range of pupil needs and ensure equal opportunity for all pupil

- To set Prep regularly, (in accordance with the College Prep Policy), to consolidate and extend learning and to encourage pupils to take responsibility for their own learning
- To work with Academic Support staff and other support staff
- To work effectively as a member of the department team to improve the quality of teaching and learning
- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement
- 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
- To support individual pupils and groups of pupils through attendance of such events as recitals, concerts, plays and major extra-curricular events
- To attend special College events as reasonably directed by the Principal including whole College and House assemblies

Monitoring, Assessment, Recording, Reporting and Accountability

- To be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their charge
- To assess pupils' work frequently in line with departmental and College policy and use the results to inform future planning, teaching and curricular development
- To be familiar with College assessment and reporting procedures and to prepare and present informative, helpful and accurate reports to parent
- To monitor unexplained absences or patterns of absence which should be reported immediately to the attendance champion

Subject Knowledge & Understanding

To keep up to date with research and developments in pedagogy and the subject area

Professional Standards & Development

- To be a role model to pupils through personal presentation, dress and professional conduct
- To cover for absent colleagues as required and to assist with examination invigilation as requested
- To co-operate with the employer in all matters concerning Health and Safety and specifically to take reasonable care of their own Health & Safety, and that of any other persons who may be affected by their acts or omissions at work
- To be familiar with the College and Department handbooks and support all the College'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 College's appraisal system and performance management procedures
- To liaise effectively with parents and with other agencies with responsibility for pupils' education and welfare
- To undertake any reasonable task as directed by the Head of Department and Senior Leadership
- To consider the needs of all pupils within lessons (and to implement specialist advice) especially those who: have SEND
- N.B: Every subject teacher will be expected to take on the role of Tutor.

Conditions of Service

- The job location will be Framlingham College Senior School
- Salary will be paid at the appropriate point of the Framlingham College Academic Pay Scale
- The position is subject to a probationary period

It is the post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, to adhere to and ensure compliance with the school's Safeguarding Policy at all times. If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School they must report any concerns to the School's Designated Safeguarding Lead.

This Job Description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties. Employees will be expected to comply with any reasonable request from management to undertake work of a similar level that is not specified in this job description. It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the school and the professional development of the staff.



PERSON SPECIFICATION

Qualifications: Essential (E) Desirable (D)

- Qualifications relevant to the post – (E)

Professional Competencies and skills

- Possessing excellent and effective classroom management skills – (E)
- Ability to teach Biology to GCSE and A Level – (E)
- Ability to teach another Science to GCSE – (D)
- A high level of IT Literacy – (E)
- Knowledge of current curriculum developments – (D)
- An inspirational teacher – (E)
- Commitment to inspiring pupils through engaging teaching and wider enrichment opportunities, including lectures, competitions, fieldwork and scientific events – (E)

Professional experience

- Understanding of importance of maintaining appropriate documentation – (E)

Personal Attributes

- A passion for teaching – (E)
- A genuine passion for Biology and the ability to inspire pupils through the breadth of the subject, both within and beyond the classroom – (E)
- Good interpersonal skills – (E)
- Effective organisational and management skills – (E)
- Ability to prioritise, plan, monitor and evaluate – (E)
- Enthusiasm for being involved in the life of a busy boarding school – (E)
- Motivation to take the subject and department forward and to introduce initiatives – (E)

Safeguarding

- Awareness of safeguarding issues – (E)
- Knowledge of safeguarding children legislation and good practice – (D)



HOW TO APPLY

- 1 If you would like to apply for this role, please complete an application using the Apply button below.

APPLY

- 2 Our Guidance Notes for Applicants can also be found on the portal. Please complete the application by **9am on Wednesday 23 September 2026.**

Please note that we are unable to accept applications unless they are made on our own application form. Due to the number of applications the School receives, please be aware that only shortlisted candidates will be contacted to be invited for an interview.

The Mill Hill Education Group reserves the right to interview candidates ahead of the closing date and applications will be considered as they are received.

The Mill Hill Education Group is committed to safeguarding the welfare of children. As part of our Recruitment Checks, the appointed candidate will be subject to a Social Media and Enhanced DBS Check.

The schools apply for an Enhanced Disclosure from the Disclosure and Barring Service (DBS) for all positions at the schools which amount to regulated activity. The role you are applying for meets the legal definition of regulated activity with children.

If you are successful in your application you will be required to complete a DBS Disclosure Application Form. Employment with the schools is conditional upon the schools being satisfied with the result of the Enhanced DBS Disclosure. Any criminal records information that is disclosed to the schools will be handled in accordance with any guidance and/or code of practice published by the DBS. It is an offence for person barred from working with children to apply for this post.

The Mill Hill Education Group is committed to Equal Opportunities and welcomes applications from all sections of the community.

Successful applicants will also be expected to keep up to date with annual safeguarding training, DfE guidance and School specific safeguarding information.





Framlingham
COLLEGE

WHERE EVERY PUPIL CREATES THEIR OWN STORY

Framlingham College

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framlinghamcollege.co.uk

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