Royal Russell

Head of Biology

To start January 2027
or as soon possible thereafter



Welcome

I am delighted that you have expressed an interest in joining Royal Russell.

A leading co-educational independent school in South London, Royal Russell is different by design. We are a family school and we value those things which make each of us distinctively brilliant. Our school motto is *'Non Sibi Sed Omnibus'* which translates as 'not for oneself, but for all', and from this, we make a commitment to help every member of our learning community strive for their vision of success.

Our beautiful, green campus offers exciting learning opportunities and first-class facilities for both pupils and staff to develop and flourish. Staff are dedicated to providing a total education and this is reflected in the outstanding academic outcomes of our pupils.

Openness and inclusiveness are integral to the Royal Russell experience and we encourage applications from all communities, so that our staff body reflects our ambitious, open, distinctive and courageous Royal Russell pupil body.

If you are interested in joining a forward looking and successful school, I look forward to receiving your application.



Chris Hutchinson
Executive Head





Welcome from the Head of Senior School

As Head of Senior School, I am delighted that you are considering Royal Russell School as the next step in your professional journey.

Royal Russell is a school with ambition, but also with heart. Every day, I have the privilege of working alongside talented colleagues and remarkable young people who bring energy, curiosity and purpose to our community. Together, we strive to create an environment where every pupil is known, valued and encouraged to become the very best version of themselves.

Our aim is simple: to provide an exceptional education that prepares young people not only for examination success, but for meaningful and fulfilling lives. Academic excellence matters deeply to us, and we are proud of the achievements of our pupils. Equally important, however, is the development of character, confidence and compassion. Whether in the classroom, on the sports field, on the stage, through service initiatives or in the outdoors, our students are challenged to discover their strengths, embrace new opportunities and contribute positively to the world around them.

What makes Royal Russell special is the quality of the relationships that underpin school life. Ours is a warm, inclusive and supportive community where pupils and staff alike are encouraged to flourish. We have high expectations, but we also understand the importance of kindness, collaboration and a genuine sense of belonging. Visitors often comment on the atmosphere of the school; it is something we are proud of and work hard to preserve.

The success of our pupils depends upon the dedication, expertise and commitment of our staff. We are therefore committed to creating an environment in which colleagues feel valued, supported and able to develop professionally. We invest in professional learning, encourage innovation and provide opportunities for staff to make a meaningful contribution to the wider life and strategic direction of the school.

We are looking for individuals who share our belief in the transformative power of education and who are excited by the opportunity to make a difference to the lives of young people. Whether you are an experienced professional or at an earlier stage in your career, I hope you will see Royal Russell as a place where you can grow, contribute and thrive.

Thank you for your interest in Royal Russell School. I hope this recruitment pack gives you a flavour of our community, our values and our aspirations. I look forward to receiving your application and, perhaps, welcoming you to Royal Russell in the future.

Sam Powell
Head of Senior School





Our School

Royal Russell is a HMC/IAPS co-educational school with over 1,200 pupils between the ages of 3 and 18, situated on a beautiful green campus of 110-acres in South London, with a Junior School, Senior School and 200 pupil boarding community.

We are proud of our day and boarding facilities that rank amongst the best in the UK. Our pupils, parents and staff experience a warm and friendly environment with strong pastoral care for every pupil alongside a comprehensive co-curricular and enrichment programme. Royal Russell is proud to have achieved the highest grade of 'excellent' in every aspect during our most recent ISI Inspection.

Community Values

Royal Russell is a warm and thriving community of pupils, parents, staff, governors, Old Russellians, friends and supporters. We are bound together by our family ethos, a strong sense of pride in our school and a willingness to get involved.

By working together, supporting each other and having fun together, we have created a welcoming and inclusive environment for all. Living by our motto '*Non Sibi Sed Omnibus'*, we encourage the qualities and values of responsibility and giving - which make Royal Russell special.

We are committed to our responsibilities to our wider community - local, national and international. We encourage our pupils to contribute, participate and lead so that they can learn the skills and attributes needed to make a positive contribution to society, now and in the future.



Head of Biology

The Head of Biology will work alongside the Heads of Chemistry, Physics and the overall Head of Science. This role requires experience and dynamism, teamwork and dedication, and someone who is able to build on the excellence already in place in order to take Biology to the next level within the school. A willingness to contribute to the extra-curricular programme and support the pastoral life of our School is essential.

Biology is a popular A level choice, especially from amongst our Triple Science GCSE groups and our overseas cohort. Typically, Biology has three classes per year in the Sixth Form and university applications for science related degrees are very popular. Science is delivered as an integrated subject in Years 7 and 8, with subject specialism delivered from Year 9. Each science has dedicated technician support to further extend student learning opportunities.

At KS4 we follow the Edexcel IGCSE syllabus offering all three individual sciences as well as the iGCSE and AQA Foundation Double Awards. In 2026, 94% of Biology grades were 7-9 with pupils (on average) achieved a grade above their baseline. At A level, we offer the OCR A course. Our A level and GCSE Biology results are very strong. In 2026, 68% of Biology A-level grades were at B or above.

We are a friendly and nurturing school and we are committed to doing the very best for our students, setting them high expectations in a supportive environment whilst fostering independent learning and practical skills. You will become a central part of our diverse, enthusiastic and energetic family. The strength of community at Royal Russell is paramount to the success of every individual and we strongly believe that we learn and achieve together.



Key Responsibilities

Learning and Curriculum

Deliver outstanding lessons using a range of teaching strategies and resources, including digital learning, which meet pupils' needs and are designed to raise levels of attainment

Deliver high quality learning and teaching in an appropriately broad, balanced, relevant and differentiated curriculum that inspires pupils with a love of the subject

Deliver lessons in accordance with the department's schemes of work, as indicated by the timetable prepared by the Deputy Head - Learning

Prepare and develop subject materials to ensure that the curriculum is up-to-date and in line with overall learning objectives

Use initiative and judgement to identify and adapt content of the teaching, level of depth and teaching method according to the needs of any particular group in line with their educational needs, including pupils with identified needs

Facilitate and encourage a learning experience that provides pupils with the opportunity to achieve their individual potential, developing ways to encourage, challenge and inspire pupils to apply new knowledge and understanding

Use a variety of teaching methods to stimulate learning appropriate to pupil needs and the demands of the programme of study

Monitor and support the overall progress and development of pupils, building on earlier attainment in order that they meet and exceed their learning objectives and make sustained progress



Learning and Curriculum (cont'd)

Track pupil attendance, progress, development and attainment on the School's MIS system, ensuring that records are kept up-to-date and accurate at all times and use such information to inform learning and teaching, and pupil reports

Assess pupils in line with relevant examination body requirements and School procedures, giving written, verbal and diagnostic feedback as appropriate

Report on pupil progress according to the School's assessment cycle

Attend all department and staff meetings promptly and contribute positively to areas under discussion

Attend parents' evenings for each year group taught, ensuring that relevant information is communicated to parents and pupils

Teach such pupils and subjects outside the department as may be required by the Headmaster in accordance with the timetables, policies and schemes of work laid down by the School

Attend and support department trips and visits, including those abroad

Advise the Head of Department on resource needs and support the efficient and effective use of resources

Cover lessons for absent colleagues as directed by the Senior Deputy Head

Take part in the teaching staff Professional Development Review process and engage with continuing professional development through the School's Learning Together curriculum



Pastoral and General Responsibilities

Ensure the safety and well-being of children and young people at the School by complying with the School's Safeguarding (including Child Protection) Policy and Procedures at all times and taking appropriate action where necessary

Adhere at all times to Health & Safety legislation, and all departmental policies and procedures, to ensure their own safety and that of colleagues, pupils, and visitors

Comply with the Staff Code of Conduct

Be a House Tutor with responsibility for a group of pupils as directed, taking registration, ensuring full attendance at lessons and participation in all aspects of School life and promoting the general progress and well-being of the tutor group

Create a positive culture of pupil welfare and behaviour including taking an active role in pastoral matters

Willingness to participate in the School Wellbeing Department programme

Model high standards of dress, attendance and punctuality when on the school premises and in authorised school activities off site

Actively support and participate in the co-curricular programme of the School Supervise pupils as detailed in the Staff Supervision Rota

Supervise one Saturday Detention (half-day) each year

Attend and support evening events and activities within the annual calendar

Attend and contribute to Royal Russell Day, held annually on a Saturday

Attend and contribute to Open Day, held annually on a Saturday

Attend all training and staff INSET sessions organised by the School

Carry out any other duties as requested by the Headmaster or members of the School Leadership Team



Our Offer

Royal Russell offers excellent benefits including a competitive salary on our own salary scale.

As part of the vibrant community at Royal Russell, you will join a friendly and dedicated team with easy access to transport links (Coombe Lane tram stop is opposite the School entrance).

In addition, we offer:

- Pension scheme and life insurance
- Meals in the dining hall during term-time
- Social events throughout the year, including a Christmas party for all staff
- Cycle to work scheme (salary sacrifice)
- Octopus electric car scheme (salary sacrifice)
- Free on-site parking
- Use of our on-site sports facilities, including tennis courts, swimming pool and gym

A discount of up to 50% on school fees (85% discount for wrap around care before and after school during term-time) and a 25% discount with Royal Russell Holiday Club, which operates during school holiday periods.

Further Information

Full details of our staff benefits and recruitment procedures can be found on our school recruitment page at: www.royalrussell.co.uk/discover/vacancies

You can also contact us by email at hr@royalrussell.co.uk or telephone HR on 020 8657 4433.

Applications (forms can be found on our website) will be considered on receipt and should arrive no later than **09:00 on Monday, 9th November 2026**. Interviews will be held shortly after. We welcome early applications and will review these on receipt.

If you have not heard from us by 13th November 2026 you should presume that you have not been successful on this occasion.

The School is committed to safeguarding and promoting the welfare of children. All appointments are subject to a satisfactory enhanced Disclosure and Barring Service check (including a check against the Children's Barred List) and other pre-employment screening including references and medical fitness.



Campus Map

Our 110-acre campus contains incredible facilities for learning.



Main Facilities

1. Car Park
2. Reception / Headmaster's Study
3. Junior School
4. Early Years Centre
5. Performing Arts Centre / Auditorium
6. Dining Hall / Café
7. Chapel
8. Great Hall
9. Chapel Quad
10. Lime Tree Quad
11. Aston Webb Building
12. Library / Sixth Form Study Centre
13. Health & Wellbeing Centre
14. Science Block

Sports Facilities

15. Swimming Pool
16. Sports Hall
17. Top Pitch
18. The Paddock
19. Netball Courts
20. North Pitch
21. Astroturf Pitch
22. MUGA (Multi-Use Games Area)
23. West Pitch
24. Pavilion

Boarding / Houses

25. Buchanan / Reade
26. Cambridge
27. Hollenden
28. Keable
29. Latessa
30. Madden
31. Oxford
32. Queen's
33. St Andrew's



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www.royalrussell.co.uk

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