



HEREFORD
CATHEDRAL
SCHOOL

CANDIDATE INFORMATION

BIOLOGY TEACHER

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HEADMASTER'S WELCOME



Hereford Cathedral School is a place where both staff and pupils alike are happy, purposeful, and fulfilled. Situated in the beautiful Cathedral Close, we seek to live out our Christian values, which include kindness, compassion and care for one another. We believe in holistic education where impressive academic outcomes are supported by artistic, sporting and cultural achievements, individualised pastoral care, and an emphasis on character education.

I believe that there has never been a more exciting time to join HCS. While we are the fifth oldest school in the UK, our eyes are firmly fixed on the future with a clear vision to provide a sector-leading educational provision which values continuous professional development, a culture of

collaboration, reflective practice, and where colleagues are nurtured, supported and encouraged in their careers.

I look forward to meeting you and hope that you will want to join our wonderful community.

*Yours ever,
Michael*



AIMS, ETHOS & VISION

We provide boys and girls aged 3 to 18 with an excellent standard of teaching and individual care, offering them a broad range of opportunities to develop every aspect of their potential. Hereford Cathedral School culture produces well balanced, confident and considerate young adults ready for the wider world.

We seek:

- To meet pupils' academic and personal needs and to promote virtuous character and Christian values;
- To provide an environment in which pupils feel valued and learn to work collaboratively;
- To provide a balanced, innovative and challenging curriculum with a wide range of extra-curricular opportunities;
- To encourage pupils to achieve their academic potential and to foster a culture in which teaching and learning of high quality are given central priority;
- To ensure the highest quality of pastoral care, support and guidance; and
- To equip all pupils to thrive in a rapidly changing world.

As part of an ancient Cathedral foundation, and as a Choir School, which has the privilege of a Cathedral as its chapel, we are a Christian School in the Anglican tradition, although we welcome and value those of other denominations and faiths. Each pupil is encouraged to consider seriously and openly the Christian tradition within which the School is founded.

We believe that the best education is a partnership between school and family; we place great value on maintaining close, constructive communication with parents and seek to establish the education of each pupil as a joint endeavour. While the academic development of each pupil is a central objective of both the School and the parent body, we seek, through example and ethos, to prepare our pupils for life beyond school by developing certain attributes, dispositions and values. These include: self-discipline, diligence, acceptance of responsibility and challenge, regard for proper authority, honesty, courtesy, fairness, trustworthiness, loyalty, sensitivity to the needs and views of others, courage, and the capacity to look to the future.

Our aim is to fulfil our charitable status through service to the local community by support for Cathedral choristers, charitable fundraising, the loan of buildings and other services to the community. Through competitive fee levels and the award of choristerships, scholarships, and bursaries, the pupil body reflects a wide cross-section of the local population.





A BRIEF HISTORY

Hereford Cathedral School is one of the UK's oldest schools, most likely dating back to 676AD when the Diocese of Hereford was founded. This would make it the sixth oldest school in the country, originating as a song school attached to the Cathedral. The educating of the Cathedral choristers has continued unbroken to this day.

The School has always been situated in the beautiful Cathedral Close and has expanded significantly since the late 19th century from around 100 boys to its current total of around 750 pupils, with the introduction of girls from 1970. Boarding has always been an integral part of the School's history with School House, Number One and the Old Deanery all having been pupil accommodation at various times. In 2018, the School re-introduced boarding through the acquisition and opening of Wilmot House in How Caple, which is home to around 40 pupils from across the world.

The Cathedral Prep School was founded in 1898 and moved to its present site on Castle Street in 1925 before becoming Hereford Cathedral Junior School upon its acquisition in 1987 by the Hereford Cathedral School Foundation. Hereford Cathedral School has a long and venerable history, but its eyes are firmly fixed on the future as it prepares the current generation for the opportunities and challenges of the decades and centuries which lie ahead.





SCIENCE AT HEREFORD CATHEDRAL SCHOOL

Science is a very successful and well-resourced faculty, comprising ten teaching staff and three experienced lab technicians. Biology, Physics and Chemistry all have dedicated laboratories with individual departmental prep-rooms.

There is a collegial approach within the faculty, with all members contributing to the development of programmes of study. Each member of staff is expected to offer an open-door policy when it comes to supporting our students beyond the classroom, and to provide stimulating, imaginative teaching spaces which encourage an interest and enthusiasm for our subject.

In Year 7 and Year 8 all pupils follow a 16-unit combined science course comprising aspects of all three sciences. This follows the Activate Oxford Smart Textbook closely, with bespoke activities and a dedicated mapping of revision skills included to drive a powerful curriculum. In Year 9, pupils are taught the three separate sciences by subject specialists. In the winter term of Year 9 we start the GCSE course, following the AQA specification. Approximately 25% of pupils study the sciences separately, leading to the award of three GCSE qualifications. The remaining students follow a Combined Science course (Trilogy), resulting in the award of two GCSE qualifications.

Outside of lessons, there are myriad opportunities for our pupils to engage with science, including such activities as Real World Science, the Biomedical Society, STEM Club and Animal Care Club, to name a few. Pupils also gain regular success in Olympiads and competitions. We celebrate National Science Week, and offer a number of science trips, including the biennial trip to CERN laboratories, the Biology Think Tank in Birmingham and a Forensics Day in Bristol. We regularly attend live lectures, conferences and museums, and run a number of outreach events for local schools.

BIOLOGY AT HEREFORD CATHEDRAL SCHOOL

The Biology Department, which consists of three members of teaching staff (Biology specialists) and a full-time technician, is very successful and well-resourced. There are three large, modern laboratories and a departmental office with plenty of storage space.

The emphasis within the Department is very much on a collegiate approach, with all members of the Department contributing to the development of programmes of study and offering support beyond the classroom.

Whilst in a small team there is inevitably some individual responsibility in terms of the delivery of particular courses, this is always done in an atmosphere of mutual support. The Department believes in the importance of creating stimulating, imaginative teaching spaces which encourage an interest and enthusiasm for our subject.

Biology is taught in all years, from the age of 11 to 18, and is an extremely popular subject. In Year 7 and Year 8 all pupils follow a 16-unit combined science course, comprising aspects of all three sciences. This follows the Activate Oxford Smart Textbook closely, with bespoke activities and a dedicated mapping of revision skills included to drive a powerful curriculum. Over 25% of pupils study the sciences separately, leading to the award of three GCSE qualifications. In recent years the remaining students have followed a Dual Award Science course (Trilogy), resulting in the award of two GCSE qualifications. Invariably our Biology GCSE results are excellent.

Biology is one of our most popular A-Level options. In the Sixth Form, typically between a quarter and a half of students study the subject. We currently follow the AQA GCE Biology course. Our Biology A-Level results are excellent.

The Department is proud of its reputation of offering additional support to students, targeted, one-to-one tutorials taking place outside of the timetable, especially in the run-up to public exams. It is expected that the successful candidate will wish to continue to offer this support.

Outside of lessons, all students are actively encouraged to attend clubs, conferences and lectures to stimulate interest in the subject. The Department runs clubs in Dissection and Wildlife Photography, while older students enjoy Biology Society. The Department celebrates National Biology Week (in the Autumn Term) as well as Science Week (in the Spring Term), with outreach activities involving local state primary and secondary schools. Each year students win medals in the annual British Biology Olympiad.



A BEAUTIFUL CITY, CULTURE AND A TASTE OF TRANQUIL COUNTRYSIDE

As a school we are fortunate to enjoy a position at the very heart of a fine cathedral city, at the centre of one of England's least spoiled counties.

Hereford and the county beyond – with a range of housing to suit all tastes and price brackets, and ready access to beautiful countryside – affords an enviable quality of life. The River Wye flows past our doorstep through the city down to the Forest of Dean, while the Brecon Beacons, the Malvern Hills, Hay-on-Wye, with its internationally acclaimed literary festival, and Ludlow, famous for its food festival, are all within easy commuting distance.

Hereford itself also offers a wide range of independent eateries and great places to eat and drink, including the award-winning, world-famous Beefy Boys. The city is home to The Courtyard Theatre, a vibrant arts venue hosting high-quality drama, music, dance and community events throughout the year. With an Odeon cinema and a modern shopping centre, there is plenty to enjoy and commuting is straightforward, with excellent transport links to London, Birmingham and Cardiff.

A city renowned for its wonderful music, Hereford was also home to the composer Elgar for a significant period in his life. The Cathedral and School play host to the Three Choirs Festival every three years, and everyday choral music of the very highest standard can be enjoyed at Evensong. For those with a more eclectic taste, the county is home to a host of talented musicians who regularly perform at venues and festivals across the region. It is little wonder that many people who have visited Hereford on holiday choose to settle in the area permanently.

Find out more about what Herefordshire has to offer on the [Visit Herefordshire](#) website.



JOB DESCRIPTION: BIOLOGY TEACHER

Post title: Biology Teacher

Location: Herefordshire

Contract: one term fixed contract

Hours/weeks: Full-time

Salary: Competitive

Start date: September 2026

Purpose of this job description:

Hereford Cathedral School considers this document as a “snapshot” of the job. It aims to provide a clear guide at the time of writing to all that is involved about the requirements of the job. It will also be used to communicate expectations about performance and will be used to monitor effective performance. The job description which follows is not exhaustive and may, occasionally, be reasonably amended by the Headmaster.

OPPORTUNITY

Hereford Cathedral School seeks to appoint a dynamic and enthusiastic Biology Teacher to join our outstanding faculty. The successful candidate will set the vision and direction for the department and be responsible for ensuring that our curriculum is aligned to excellence to A-Level and beyond as well as inspire the next generations of biologists.

This is a position for a teacher wishing to join a sector-leading educational provision which values continuous professional development, a culture of collaboration, reflective practice and where colleagues are nurtured, supported and encouraged in their careers.

The successful candidate will be highly motivated and fully prepared to undertake the demands of working in one of the UK’s leading independent co-educational day and boarding schools.

OUR OFFER

- A highly talented and supportive staff and governing body
- Competitive salary
- Access to our effective Professional Learning programme which includes our vision for ‘Cultures of Thinking’
- Free lunch provided in term time
- Enrichment opportunities through our exceptional extra-curricular opportunities
- Opportunity to join a wonderful team of people
- A beautiful place to work in the most idyllic settings
- And finally, the chance to work with outstanding students

REPORTING LINES

The post holder reports to the Head of Biology.

THE ROLE: BIOLOGY TEACHER

FROM SEPTEMBER 2026

We seek someone:

- Who is an outstanding teacher of Biology
- With a passion for Biology and is able to inspire and motivate our pupils
- Who will interpret data and tracking to ensure that all pupils make necessary progress

ACCOUNTABILITIES

- To contribute to the Department by carrying out the professional duties of a teacher
- To maintain the Department's strong academic record

RESPONSIBILITIES

- To continue to embed the Cultures of Thinking ethos within the Department and whole school
- To liaise with the Head of Biology to ensure a successful programme of study for pupils
- To encourage, facilitate and participate in the development of ICT within the Department and to support the ongoing development of the Digital Strategy
- To implement the curriculum, including the development of appropriate syllabuses, resources, schemes of work (designed to school framework), teaching, assessment and marking, which support the School's implementation of all current statutory requirements

THE ROLE CONTINUED: BIOLOGY TEACHER

Teaching Responsibilities:

- To teach Biology and deliver an inspiring, challenging and balanced curriculum to students that supports the subject areas, in line with National Teaching Standards
- Develop enrichment activities to enhance teaching and learning including clubs, trips and competitions
- To support the development of the faculty and overall School aims and objectives
- To assess, record and report on the development, progress and attainment of students
- To embed the 'Cultures of Thinking' ethos within teaching pedagogy

Administrative Duties:

- To undertake appropriate administrative duties to support the operational needs of the department or wider school
- To maintain appropriate records and provide relevant and accurate information for information systems to ensure that all records are up-to-date

Pastoral Responsibilities:

- To provide pastoral support to pupils as a form tutor or similar role as required
- To attend year and whole school assemblies

THE ROLE CONTINUED: BIOLOGY TEACHER

General Responsibilities:

- To maintain good standards of behaviour amongst students, both when they are on School premises and when they are engaged in authorised School activities elsewhere
- To supervise, as required, groups of pupils engaged in private study, and the classes of absent staff
- To support through involvement in the School's extra-curricular activities
- To attend, and participate in as required, general school functions, meetings, cultural and social events, including those held out of school hours during term time
- Undertake whole school duties as outlined annually
- To take part in the School's professional development programme and take responsibility for own professional development. Actively seeks to reflect on and enhance own practice

Whole School Responsibilities:

- Safeguard and promote the general well-being of pupils and to be a role model for pupils at all times
- To assist in the promotion of the School's reputation and in marketing activities as required
- To adhere to all the School's policies
- To carry out any additional task reasonably required by the Headmaster
- You may also be required to undertake such other comparable duties as the School requires from time to time
- It is not possible to present a definitive list of responsibilities for the role as it will be developed around the skills and experiences of the successful candidate.

SAFEGUARDING & PROTECTION OF CHILDREN AND YOUNG PEOPLE

In accordance with the Children's Act 1989, on appointment post holders will be required to commit to their responsibilities with regards to safeguarding. In addition, offers of appointment will be subject to an Enhanced criminal record check from the Disclosure and Barring Service (DBS).

These checks will highlight cautions, reprimands and final warnings as well as any convictions. The post holder must not have any spent or unspent convictions that would prevent them from working with children. Staff must inform the school if they are subject to criminal investigations or convicted while in the employment of the School.

HEALTH & SAFETY

As an employee you are expected to:

- Take reasonable care of your own health and safety
- Take reasonable care not to put other people - fellow employees and members of the public - at risk by what you do or don't do in the course of your work
- Co-operate with your employer, making sure you get proper training and you understand and follow the company's health and safety policies
- Not interfere with or misuse anything that's been provided for your health, safety or welfare
- Report any injuries, strains or illnesses you suffer as a result of doing your job
- Tell your employer if something happens that might affect your ability to work (e.g. becoming pregnant or suffering an injury)
- If you drive or operate machinery, to tell your employer if you take medication that makes you drowsy

PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> • Strong academic record: evidence of success at A-Level and degree level • Degree-level qualification • Evidence of involvement in relevant professional development 	<ul style="list-style-type: none"> • Masters degree or above • Qualified Teacher Status • Other relevant professional qualifications
Experience and Knowledge	<ul style="list-style-type: none"> • Excellent knowledge and understanding of the curriculum and a passion for the subject • Knowledge and experience of lesson planning, use of resources and assessment. • Understanding of the theory and practice of effective teaching • Successful teaching at secondary/sixth form level • Ability to teach Biology up to A-Level 	<ul style="list-style-type: none"> • Experience of creating a positive learning environment for pupils • Development of schemes of work • Worked effectively as a form tutor • Awareness of HR policies and procedures • Ability to teach other sciences
Skills and Abilities	<ul style="list-style-type: none"> • Ability to supervise and manage groups of children and young people with confidence • A positive attitude towards children and young people including the ability to demonstrate and promote positive values, attitudes and behaviour • Build and maintain relationships through effective interpersonal skills • Strong organisational and administrative skills, and able to manage own time effectively • Excellent communication skills to inspire, challenge, motivate and empower others • Think creatively to anticipate and solve problems • Ability to deliver effective feedback • Able to listen and reflect to seek continuous improvement and promote best practice • Inclusive approach to education • Values and takes responsibility for own professional development • Good IT knowledge in Microsoft Office applications to include Word, OneNote, PowerPoint, Excel 	<ul style="list-style-type: none"> • Motivate and inspire confidence in pupils, staff, parents, governors and the wider community in order to further develop and promote the school • Able to contribute to the School's extra-curricular activities programme e.g. coach a sports team, CCF, DoFE

Continued overleaf

PERSON SPECIFICATION

	PERSON SPECIFICATION	
	Essential Criteria	Desirable Criteria
Aptitude	<ul style="list-style-type: none"> • Naturally demonstrates a ‘can do’ helpful attitude • Work under pressure, maintaining a sense of perspective and humour • Reliability and integrity Resilience and tenacity • Commitment, honesty and dedication • Shares the School’s values and vision and committed to the School’s vision for learning experience and outcomes for pupils • A willingness to develop teaching to KS5 (if not already working at this level) 	
Circumstances	<ul style="list-style-type: none"> • Able to work flexibly, earlier starts, evenings and weekends will be required. • A strong commitment to support the School’s extra-curricular activities programme 	<ul style="list-style-type: none"> • Full UK driving licence
Safeguarding Children, Young People and Vulnerable Adults	<ul style="list-style-type: none"> • Understands their role in the context of safeguarding children, young people and vulnerable adults • Ability to form and maintain appropriate relationships and personal boundaries with children and young people 	
Equal Opportunities	<ul style="list-style-type: none"> • Understanding of the requirements of Equality and Diversity 	

HOW TO APPLY

An application form and information pack may be downloaded from the school website:
www.herefordcs.com/about/work-at-hcs/

Completed applications should be accompanied by a covering letter and sent to Mrs Cath Knowles, Hereford Cathedral School, Old Deanery, The Cathedral Close, Hereford HR1 2NG or to recruitment@herefordcs.com

The closing date for applications is **9am on 18 May 2026**.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff and volunteers to share this commitment. Appointments are subject to enhanced DBS clearance and satisfactory employment references and other safer recruitment checks. Further information on the School's safeguarding can be found on the school website.

Hereford Cathedral School is committed to being an equal opportunity employer and is determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

The School retains the right to interview suitable applicants and appoint before the deadline.

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