



# REPTON

## HEAD OF BIOLOGY

**Full Time**  
**September 2026**



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## Welcome from the Headmaster

Repton is a wonderful and inspiring place to work: one of the UK's foremost co-educational boarding and day schools. Set in the heart of the English countryside, yet within easy reach of major cities, the School is strengthened by a history that stretches back over a thousand years, while remaining firmly focused on meeting the challenges and opportunities of the twenty-first century.

We are seeking an outstanding Head of Biology to lead the department with energy and enthusiasm. This position offers a genuinely exciting opportunity to set the tone and lead the Biology Department. It is a role that will suit current Heads of Department as well as ambitious teachers seeking a purposeful next step.

Repton has undergone a significant programme of investment and expansion across both the Senior and Preparatory Schools in recent years. The Repton Family of Schools now includes 11 schools across the UK and internationally - in Dubai, Abu Dhabi, China, and Egypt - with further developments on the horizon.

These connections not only enhance our global outlook but offer staff professional opportunities well beyond the Derbyshire campus.

We are a school with ambition and purpose, and we seek to appoint leaders and teachers who share our values. Staff at Repton benefit from excellent working conditions, housing, a generous fee-remission scheme, option to remain in the TPS or join our defined contribution scheme (Aviva APTIS) with a 22% contribution, and a strong culture of professional development.

From pioneering pastoral care to nurturing excellence across academic, sporting and creative domains, Repton is a community that thrives on shared endeavour and the belief that education should be both rigorous and joyful.

I very much hope that you will read this document with interest, and I warmly encourage you to apply.



**Mark Semmence**  
**Headmaster**



## An Introduction to Repton

Repton is a school rooted in heritage and shaped by ambition. Founded in 1557 by Sir John Port of Etwall, the School stands on the site of a 7th-century Anglo-Saxon Benedictine abbey and, later, a 12th-century Augustinian priory. The ancient village of Repton, once the capital of the Kingdom of Mercia, has been a centre of learning for over a thousand years, and continues to inspire a rich educational tradition.

Today, many of the School's original buildings remain central to daily life. The Guest Chamber, Prior's Lodging, Overton's Tower, Tithe Barn and the iconic Arch - all part of the original monastic estate - provide a distinctive architectural setting that blends seamlessly with state-of-the-art modern facilities. The Arch, once the gatehouse to the Priory, now stands as a symbol of welcome and integrity, echoed in the School's motto: *porta vacat culpa* - "the gate is free from blame."

Repton educates over one thousand pupils across its Prep and Senior Schools. It is a school large enough to achieve excellence in every sphere (academic, pastoral, sporting and creative) yet small enough to ensure every pupil is known, nurtured and given the opportunity to flourish. At Repton, all pupils - whether day or boarding - belong to one of ten Houses (six for boys, four for girls), each providing a strong sense of identity, belonging, and pastoral care.





Academic standards are high and creative activities, including music, art, drama and design, flourish. The School has a national profile in sport, in particular in football, hockey, cricket and swimming. Our pupils thrive both in and out of the classroom and they develop the skills, qualities and values that will lead to a successful life.

We were delighted that the most recent ISI inspection (March 2024) found Repton to have met *all* standards, and highlighted sport as a significant strength of the school. The inspectors praised the inclusive, expert-led provision and its contribution to pupils' physical and personal development, noting that our approach cultivates "self-confidence, self-esteem and resilience to prepare them well for later life." The ISI inspection praised the School's "knowledgeable and skilled teachers" who deliver "carefully planned lessons that support and challenge pupils of all abilities." Inspectors noted that pupils are "thoroughly prepared for public examinations and achieve well," with teaching that actively encourages intellectual curiosity and independent thinking .

Whilst Repton is undoubtedly modern in terms of practice and outlook, the traditional values of encouraging pupils to aim high whilst showing respect for all are still of utmost importance. The School continues its strong educational vision, recognising the importance of being able to offer a Repton education to potential pupils from all backgrounds by providing scholarships and bursaries in a wide range of subjects.

Repton Prep, located on its own beautiful campus nearby, is an integral part of the Repton educational journey and a key member of the Repton Family of Schools. It shares our values, ambition and standards, and offers a seamless transition for many pupils into the Senior School. Alongside Repton Prep, the School has developed strong relationships with a growing number of other preparatory schools within the Repton Family of Schools, as well as with a wide range of leading feeder schools locally, regionally and internationally. These relationships are carefully cultivated and mutually valued, enriching our intake and creating opportunities for collaboration and shared development.





## A Global Family of Schools

The Repton Family of Schools represents a bold and ambitious extension of Repton's educational vision, combining tradition and innovation to create a global network of schools committed to excellence. The first international school, Repton Dubai, opened in 2007, making Repton one of the earliest British schools to establish an overseas campus. Since then, the family has grown to include schools in Dubai (2), Abu Dhabi (2), China, and Egypt, with a further four international openings planned in the years ahead.

Repton also currently has five schools in the UK: Repton, Repton Prep, Marlborough House Vinehall, St Hugh's, and St Wystan's - each one offering a distinctive local experience while sharing the core values and educational ethos of the wider group. There is a clear ambition to expand this UK family of schools, increasing access to a Repton education within the UK as well as overseas.

This growth is central to Repton's strategic development. The additional income and intellectual capital generated by the Repton Family of Schools (RFS) directly support the School's aim to widen access through bursaries, invest in outstanding facilities, and strengthen staff development. Furthermore, the group enables Reptonians and staff to participate in collaborative and cultural exchange opportunities across continents, deepening Repton's global perspective and reach.

The Headmaster of Repton School also serves as CEO of the Repton Family of Schools, ensuring strategic alignment, educational quality and a consistent commitment to values across the group. RFS provides a wide range of expertise - from governance and school design to teacher development and quality assurance - supporting both the integrity and ambition of Repton's global brand.





# Teaching at Repton

At the heart of Repton's success is the calibre and commitment of its teachers. The School places great value on its staff and the essential role they play in shaping pupils' academic and personal development. As such, Repton is deeply committed to the professional growth of its staff and invests significantly in their ongoing development as teachers and educators.

## Full-time teachers also benefit from

- Option to remain in the TPS or join our defined contribution scheme (Aviva APTIS) with a 22% contribution;
- Housing
- An attractive fee-remission scheme
- Free membership of Repton's Sport Centre
- Health insurance for teaching staff with the ability to extend to immediate family
- Cycle to work scheme
- Electric car lease scheme

Repton combines the historic and the modern with exceptional teaching facilities across its beautiful campus. The heart of the School is a 12th-century Augustinian Priory, but following a major investment programme, teaching now takes place in outstanding, purpose-built environments - including a new Science Priory, the School Theatre, a Mathematics and PE block, the Digital Priory and our new DT and MFL classrooms.

*"Repton is the first school I've worked at where I've felt genuinely supported to grow professionally while also making a real difference to pupils' lives."*

**- Current SMT Member**

The School also benefits from a world-class Sports Centre, featuring two full sports halls, a strength and conditioning suite, gym, swimming pool, café and hospitality areas - opened in 2019 by Olympic gold medallist Adam Peaty.

Teachers at Repton work in well-equipped, spacious classrooms and benefit from a collaborative and supportive staff culture. All are actively involved in boarding and co-curricular life, contributing to the strong sense of purpose and community that defines the School.

In its most recent inspection in March 2024, the ISI inspection praised the School's "knowledgeable and skilled teachers" who deliver "carefully planned lessons that support and challenge pupils of all abilities." Inspectors noted that pupils are "thoroughly prepared for public examinations and achieve well," with teaching that actively encourages intellectual curiosity and independent thinking





## The Biology Department

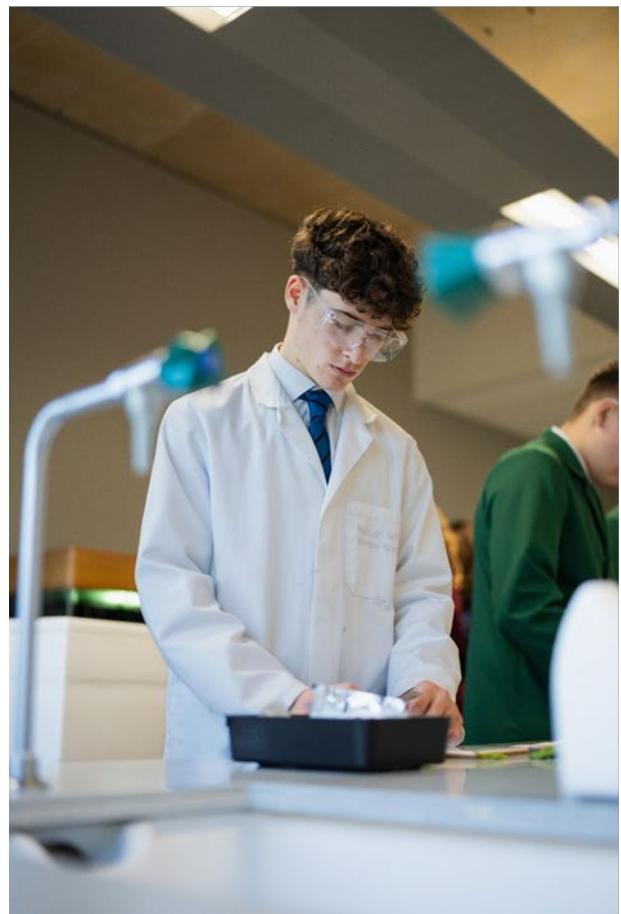
The successful candidate will be a well-qualified graduate with an enthusiasm for the subject, a capacity for innovation and the ability to inspire young people. They will place a particular importance on their passion for Biology and in maximising the potential of each student in the subject.

The successful candidate will have broad and thorough subject knowledge sufficient to prepare potential Oxbridge biologists as well as those interested in the medical, veterinary and dental sciences. They will join a department that takes great pride in getting the best from all its pupils, and which has a very long tradition of excellent results at GCSE, A Level and entrance to the most competitive universities.

At A Level, pupils follow the AQA Biology specification and GCSE pupils follow the AQA (9-1) specification. A little under half of Year 11 pupils currently take the separate sciences route with the remainder currently being entered for Combined Science.

The successful candidate will be joining a faculty with first class modern classrooms and laboratories in the Science Priory, one of the most impressive school science facilities in the world. There are flourishing co-curricular programmes in the sciences, including the Biology Society, Beekeeping Club and Medical Society.

The Science Priory houses first class modern classrooms and laboratories for all three sciences, enabling pupils to see science not as three separate subjects but as a translational discipline which will prepare them for the challenges of the next generation.





## Key Areas of Responsibility

Repton has a tradition of academic excellence and ambitious plans for further progress. The post of Head of Biology at Repton is an exciting opportunity for the right candidate to lead the department at one of the UK's leading co-educational boarding schools at an exciting time of rapid growth and development.

The successful candidate will work alongside supportive and enthusiastic colleagues.

The focus of this job is to facilitate, manage and deliver first-rate teaching, an enjoyment of the subject and excellent results in the department. In addition, the successful candidate will maintain their own professional development and subject knowledge, reflecting on their classroom and schoolwide experiences in a critical and analytical manner.

Repton works on a full boarding ethos to which all full-time staff are expected to make an enthusiastic commitment, enhancing the pupil experience not just in the classroom but through regular involvement in a range of sporting and extra-curricular activities, including duty rotas, provision and supervision of social and academic pupil events and trips and tours during holiday periods. Expertise in a particular sport or activity would be an advantage, but a willingness to learn and contribute is essential.

The ten boarding houses (four girls' houses and six boys' houses), into which day pupils are fully integrated, are at the heart of a superb pastoral system.

Teaching staff are expected to contribute to maintaining and developing the wellbeing of the pupils primarily through the role of the tutor. The successful candidate will be attached to a boarding house and will do an evening duty one night a week and, as a tutor in that house, be responsible for the personal and academic welfare of a house year group or a group of sixth formers in concert with the Housemaster or Housemistress.

The ability to be a residential tutor, working closely with the Housemaster or Housemistress and living within the boarding house community, would be an advantage.

We are looking for talented staff of character, intellect and energy who will model the qualities we seek to inculcate in our pupil body.





## Candidate Qualities

Qualifications/Attainment	
At least a second-class honours degree (or equivalent) from a recognised university	<b>Essential</b>
Proven track record of outstanding teaching and pupil outcomes	<b>Essential</b>
Experience of working within a boarding school environment	<b>Desirable</b>
Skills Required	
Ability to create and maintain strong, supportive relationships with pupils, staff and pupils and the community	<b>Essential</b>
Strong communication and interpersonal skills	<b>Essential</b>
Excellent organisational skills	<b>Essential</b>
The ability to manage a team	<b>Essential</b>
Willingness to take action to confront issues and overcome problems	<b>Essential</b>
Ability to inspire, motivate and support others	<b>Essential</b>
Clarity of thought	<b>Essential</b>
Personal and Professional Qualities	
Willingness to be fully involved in the life of a busy boarding school	<b>Essential</b>
Aspirational and empathetic, with a genuine belief in the potential of every pupil	<b>Essential</b>
Resilient, determined, pragmatic	<b>Essential</b>
Persuasive and influential	<b>Essential</b>
An effective and collaborative team player	<b>Essential</b>



# In and around Repton

## The Repton Village Community

Repton village itself is a thriving community. The village contains a number of shops, pubs, restaurants and takeaways. It also has its own Post Office and a butcher's shop. There is an active village hall community which has its own community run café. In addition, Repton School has its own café at the School Sports Centre.



## Places of Interest

Repton is situated in the heart of Derbyshire on the northern edge of the National Forest area in rolling countryside. There are many places for walking locally and the Peak District and White Peak area are within easy reach of the village. There are also a number of National Trust properties close by. Places of National interest, such as Chatsworth House, are less than an hour away by car.



## Transport Links

Both Derby and Burton-on-Trent have train stations which allow for fast connections to major cities. This includes direct trains from Derby to London. Lichfield Trent Valley also has a direct line to London. There are also excellent links to local airports, including East Midlands and Birmingham.



## Close to Major Cities

Repton is within easy reach of a number of major cities. These include Birmingham, Derby, Nottingham and Leicester.



## Information for Candidates

Candidates should apply through the Repton Recruitment Hub. To submit your application please upload your documents by visiting <https://jobsearch.repton.org.uk/>

Your application should be accompanied by a covering letter and include the names and addresses of two professional referees. The closing date for applications is 5 pm on Sunday 8 March 2026. Interviews will take place at Repton on Friday 13 March 2026.

If you would like to have an informal conversation about the role please contact Tom Howell, Deputy Head Academic, via email: [thowell@repton.org.uk](mailto:thowell@repton.org.uk)





## Our Commitment to Safeguarding

In accordance with the Children Act any appointment to the Repton staff is conditional on criminal records clearance and the successful candidate will be required to supply the necessary information and documentary evidence. References will be obtained on all candidates called for interview and applicants should be aware that the interview will contain questions relating to the candidates' suitability to working in a post involving children.

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 following shall be deemed to be included, in addition to the duties that you may be required to perform:

- ***Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact.***
- Under the Sexual Offences Act 2003 it is a criminal offence for a person over 18 (e.g. teacher, matron, sports coach) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual.
- This applies where the child is in full-time education and the person works in the same establishment as the child, even if s/he does not teach the child. Moreover, whatever the age of the pupil, a sexual relationship between an employee and a pupil will be considered an abuse of a position of trust and gross misconduct, likely to result in dismissal.





# REPTON

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