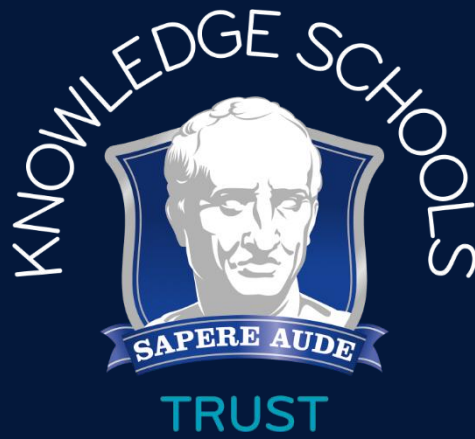




West London Free School

Teacher of Biology

Start Date: 1st September 2026



Teacher of Biology

Start date:	1 st September 2026
Contract Type:	Full time
Contract Term:	Permanent
Salary:	£40,317 to £52,300, M1 to M6 (inner London)
Reports to:	Head of Science



The West London Free School

The West London Free School is one of the country's pioneering free schools, renowned for academic excellence, high standards of behaviour and a wide choice of co-curricular clubs. Since our foundation in 2011, we have provided all children with a rigorous, knowledge-rich education irrespective of their background. We believe that knowledge is a good in and of itself, empowering pupils to understand and take an interest in the world around them. The education we offer is not just a preparation for work, but a preparation for life. As such, we value the knowledge of our teachers, and the passion for their subject that they bring to the classroom.

We offer a challenging curriculum, with a supportive environment, underpinned by fantastic teachers. Through this combination, pupils at the West London Free School excel. The *Sunday Times* chose us to be their 'London Comprehensive School of the Year' in 2025, and UK 'Comprehensive School of the Year' in 2026. Our most recent exam results in 2025 were our best yet as a school:

- **A-level:** 60% of entries were graded A* to A, and 87% were graded A* to B.
- **GCSE:** 63% of entries were graded 9 to 7, and 93% were graded 9 to 4. Our Attainment 8 was 69.1, making us the **fourth best comprehensive school in England** for GCSE outcomes.
- WLFS students went on to study at some of the best universities in the UK and abroad, with 13 students accepted to courses at Oxford or Cambridge in 2024.

At the West London Free School, we aim to build a culture of sustainable success. We have a stable body of staff who feel supported and fulfilled.

- Senior leaders are highly visible and approachable.
- The pastoral team take responsibility for ensuring all teachers can teach without disruption. School rules are non-negotiable, and poor behaviour is met by escalating sanctions.
- Our staff surveys have regularly shown staff morale and other indicators of professional satisfaction at the WLFS to be significantly higher than national benchmarks.

As well as a knowledge rich education, the WLFS runs an extensive co-curricular programme that encourages children to develop outside the classroom. The school specialises in music and offers a range of sporting opportunities as well as general interest clubs. All staff are encouraged to share their co-curricular enthusiasm by committing one hour a week to running a school club.

The Science Department

At the WLFS, we value subject knowledge. Science teachers only teach outside their subject specialism at Key Stage 3, so the successful candidate for this role will teach Biology exclusively from Year 10 onwards. At Key Stage 4, each class is shared between 3 teachers who each teach 2 lessons of their specialist science per week. This reduces planning time for teachers and ensures all lessons beyond Year 9 are delivered by a subject expert. One set of pupils per year do Triple Science, while the remainder do Combined Science. All Science lessons are taught in a lab, and we have 2 full-time technicians to setup and assist with practical work. Uptake for Biology A-Level is very strong, with 70 students studying the subject across Years 12 and 13. Therefore, our Biology teachers all have the opportunity to teach A-level in a well-organized and well-resourced department. Students at the WLFS enjoy an intellectually rigorous Science curriculum delivered by passionate subject specialists, and many opportunities to receive subject enrichment through trips, talks and our annual Science week.



Key characteristics of the role include:

- to impart your passion for Biology to the pupils you teach, whilst also ensuring their mastery of the subject.
- to assist the Head of Department in planning and delivering schemes of work for Key Stages 3, 4 and 5, and monitoring their effectiveness.
- to monitor the progress of pupils according to the department and school assessment policy.
- to enhance the quality of teaching and learning in the department by taking part in collaborative planning, sharing resources, mentoring and observing teachers, and participating in continuing professional development.
- to be a form tutor, and work collaboratively with your year group team.
- to contribute to the wider school life, such as events, trips, and co-curricular clubs.

The successful candidate will have:

- strong subject knowledge, a passion for Biology, and an ability to communicate that passion to pupils;
- an ability to teach Biology at Key Stages 3, 4 and 5 to all ability levels, including pupils with SEN;
- a proven track record of excellent Biology teaching and, where relevant, outstanding outcomes for pupils at both GCSE and A-level;
- an understanding of the ethos of the West London Free School, and a commitment to teaching a knowledge-based curriculum;
- high expectations of pupil conduct and behaviour;
- excellent team working skills;
- excellent communication skills with both pupils and staff;
- a willingness to contribute to the school's co-curricular programme.



Rewards & Benefits

People are at the heart of our success. We look for talented and ambitious individuals who share our vision for creating an exceptional school, and are committed to ensuring that every child has access to the best possible education. Pursuing a career at the WLFS also gives you the chance to work alongside a highly capable and committed Senior Leadership team. Senior Leaders at WLFS all teach, pay due attention to workload pressures and are highly visible 'in the corridors'.

We have developed a positive and supportive staff culture at the WLFS, and we invest in our staff with support, coaching and mentoring as well as external training programmes. To that end, we offer:

- Teachers' Pension Scheme for teaching staff
- Cycle to Work Scheme
- Complimentary drinks
- Employee counselling
- Recommend a teacher bonus scheme
- Staff children have priority admission into the school (after 2 years' service)
- Season ticket travel loan

Closing date and interviews

The School reserves the right to commence or complete the interview process at any time prior to the start date.

Please apply either via the jobs portal through which you found this advert, or by completing the application form on the WLFS website and returning it to the Joint Headteachers Ben McLaughlin and Rob Peal via r.peal@wlfs.org.

Equal Opportunities

The Knowledge Schools Trust is an equal opportunities employer. The Trust is committed to safeguarding and promoting the welfare of children, and 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 job applicants to declare all convictions and cautions in order to assess their suitability to work with children.

The West London Free School and the Knowledge Schools Trust is fully committed to the principles of equal opportunity, diversity and inclusion. We want to attract and retain the very best staff in all areas of the Trust, ensuring our staff body reflects the diversity of our students and local community.