THE PERSE
SCHOOL
CAMBRIDGE

TEACHER OF COMPUTER SCIENCE

Upper School. Start September 2025

CANDIDATE PACK

The Perse School, founded in 1615, is one of the country's leading co-educational independent day schools and a charitable company educating around 1,700 children aged 3-18.

The school provides an exceptional education which is both traditional and innovative, ambitious and caring, understanding and structured, industrious and fun. Located in Cambridge, it comprises three schools, the Pelican (3-7), the Prep (7-11) and the Upper (11-18), with a franchise in Singapore newly opened in January 2025.

The school is in the UK top 10 of *The Times* Independent Schools Exam Results league table for A level, with over 40 students regularly receiving Oxbridge offers. The school is consistently oversubscribed and in strong financial health with an annual turnover of around £37 million.

In addition to the day-to-day curricular and extra-curricular activities of the schools, The Perse provides public benefit to local and international communities, working with over 20 local primary schools and Christel House Schools overseas to raise educational attainment.

Key facts and figures:

- **Independent School of the Year** for academic performance East Anglia 2024.
- A beautiful **27-acre site**, featuring state-of-the-art science labs, the Peter Hall Performing Arts Centre, extensive sports fields and the brand new Perse Sports Centre with 25m swimming pool, sports hall and climbing and bouldering walls.
- Excellent pastoral care ensuring that children feel safe and secure in their surroundings.
- Ranked as one of the **top ten** schools for A level results by *The Times* Independent School Exam Results league Tables.
- Ranked in the **top five** independent schools nationally for Oxbridge offers.

The Department

Computer Science is an energetic, supportive and collegiate department.

The successful candidate will have a relevant degree, genuine enthusiasm for the subject and be well placed to generate and sustain a high degree of motivation in all pupils, who are mainly of a high ability.

Computer Science teaching takes place in ICT suites for younger students and standard classrooms where students use their 1-to-1 devices. The team is accommodated in a department office. Lessons reflect the mixture of theoretical and practical learning that is embedded in the subject. The teaching language is Python and familiarity with that would be essential.

Computer Science is a core subject in years 7 and 8, and an option choice in year 9, chosen by 85% of the year group. We teach EdExcel GCSE for the years 10 and 11, where over 60% of the cohort have chosen the subject, and two classes (26 students) of AQA A level in each year of the sixth form.

Many A level computer scientists go on to apply for degrees in the subject at top universities, and our students have annual success with applications to Oxbridge and Imperial College London as well as other Russell Group universities.

The department enters a wide range of international competitions such as Bebras, OUCC, BIO and PCTC.

PCTC is created and run by The Perse School for outreach purposes and attracts some 8000 student entries each year. We were delighted to win a 2023 CIPR STEM Campaign of the Year award for Engaging Young People in Computer Science via our PCTC challenge and website resources.

Our students are regularly placed in the finals of all these competitions, and providing an environment where the best students can pursue an interest in competitive programming is core to our offering.

Multiple Perse students have been selected, via the BIO, for the esteemed IOI national selection finals. In 2022 a Perse student was selected to represent the UK at the IOI in Indonesia.

The department runs an extensive range of popular extra-curricular clubs in programming, cyber security, artificial intelligence and digital literacy. A mix of lunchtime and after-school opportunities include two coding clubs (Developer and Competitors), AI Investigation Club, Robotics Challenge club and Girls' Coding Club. Subject prefects are appointed each year who help organise and run a number of these with staff support. Prefects also design weekly challenges for Developer club which are posted on our community benefit coding site: **pythonsponge.com.**

A strong school academic community is maintained via our Teams site in which staff and students share Computer Science news and events. It is one of the largest club Teams at the School with over 300 students having joined as members. Both staff and students enter the annual 'Advent of Code', competing on a school leader board and sharing tips & suggestions.

Further information about the department's curricular and extra-curricular activities (and public examination results) can be found on the School's website: **www.perse.co.uk**

The Role

The Perse School is looking to appoint a high achieving computer scientist, to start in **September 2025.** There is a degree of flexibility in the role, and the ability to teach some Mathematics could be advantageous.

Pupils at The Perse School are ambitious, intelligent and industrious and this is an exciting opportunity to motivate and inspire talented pupils in a fast-paced creative working environment. Numbers of pupils opting for a computer science course have continued to expand in recent years and we anticipate a continuation of this trend.

We are highly fortunate in our current team of computer science colleagues who have created a department of national-level excellence and have been keen to share expertise more widely through outstanding contributions to our school partnerships programme.

For full details about the role, School and to apply using the School's online application form please visit **https://www.perse.co.uk/work-with-us/**

Key Responsibilities

Accountability

The Teacher of Computer Science is ultimately accountable to the Head but day to day accountability will be to the Head of Department. The following duties shall be deemed to be included in the professional duties which the Teacher may be required to perform.

Curriculum

- Teaching throughout the school in a manner appropriate to students' ages and abilities.

- Assessing and recording students' progress in accordance with departmental and school policies.

- Preparing students for university applications in related subjects.

- Promoting and teaching Key Stage 3, GCSE and A Level computer science.

- Attending and contributing to departmental meetings.

- Developing and sharing teaching and learning resources.

- Monitoring the work and progress of pupils, including those with specific learning needs.

- Maintaining professional skills through INSET and our Professional Development programme.

- Being proactive in exploring innovative ways of delivering ICT through the curriculum.

- Producing displays to create an attractive learning environment.

Extra-curricular and pastoral

All teachers at The Perse School are required to be a **form tutor** and contribute to the extra-curricular programme, alongside their academic teaching. These elements of a teacher's role are fundamental to working at the school and embedded in our core values. Teachers are required to:

- Contribute to the extra-curricular life of the school through Games, the Enrichment Programme or other appropriate commitment.

- Be a form tutor.

- Contribute to the PSHEE or Emotional Wellbeing programme.

Key Responsibilities

Applicants without formal teaching qualifications or experience

Applicants without formal teaching qualifications or experience will be considered for this position. Indeed, the current post-holder arrived from a background of programming and leadership in industry, in pursuit of a fresh career challenge, and has made a tremendous success of the transition into education.

The Perse School has a long record of training and developing teachers in situ, and many highly successful teachers started with no formal teaching qualifications. For applicants without a teaching qualification we are looking for: a high level of subject knowledge, enthusiasm, good communication skills, patience, an empathy with young people and a desire to get involved in the extra-curricular life of the school. Training and induction sessions are provided for all new members of staff, with additional support for those new to teaching.

Early Career Teachers

The school is fully accredited to participate in the Independent Schools Teacher Induction Panel Early Career Teacher Programme **(IStip: istip.co.uk/about/)**. ECTs will be provided with a comprehensive induction and mentoring programme which supports the achievement of qualified teacher status (QTS).

Timetable

The school operates a ten-day timetable cycle, consisting of the equivalent of 80x40-minute periods (8 per day). Most full-time members of staff teach approximately 62 periods per cycle, including a 4 period allowance for tutoring.

The timetable may also include games and enrichment sessions where appropriate. Early Career Teachers receive period remission in their first two years for training, mentor sessions and induction.

Teachers who are new to teaching are very well supported and where possible benefit from additional handover time, training and team teaching.

Person Specifications

Qualifications

- High Class Honours Degree in Computer Science or related subject.

- PGCE desirable but by no means essential.

Skills and Experience

- The capacity to inspire pupils of all abilities and enhance pupil learning.

- Proven communication and interpersonal skills.

- High level of literacy, attention to detail and ability to use initiative.

- High order administrative skills, effectively manages commitments and deadlines.

- ICT competence and willingness to learn and use new technologies.

Personal competencies and qualities

- Motivation to work with children and young people.

- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.

- Emotional intelligence and resilience.

- Positive attitude to use of authority and maintaining discipline.

- Empathy for pupils, parents, staff and the community.

- Shares in the values that define the school community: intellectual curiosity and scholarship, endeavour, breadth and balance, and valuing one another and the environment.

- Works collaboratively and supportively with colleagues within school and with colleagues in other organisations.

- Respects and values the different experiences, ideas and backgrounds others can bring to work and to teams.

- Ability to motivate and encourage participation in activities both inside and outside the classroom and a willingness to take part in/organise trips and visits.

- A generosity of spirit and a willingness to contribute to the extra-curricular life of the school.

- Committed to continual personal and professional development.

Safeguarding

Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact.

Review

The job specification will be reviewed biennially as part of the professional development cycle. Any changes may be made through review with the Deputy Head (Staffing and Operations) and the Director of HR.

Terms and Conditions

Teaching Staff Salary Scale and Employment Benefits

The Perse School's salary year normally runs from 1st September to 31st August. The Perse Salary Scale is set significantly above the maintained sector to recognise the high levels of commitment required of all staff and the contribution they make to school life. Teachers at The Perse School are required to be involved in the pastoral life of the school, for example as a form tutor and contribute to the extra-curricular programme, alongside their academic teaching. These elements of a teacher's role are fundamental to working at the school and are embedded in our core values.

Membership of the **Aviva Pension Trust for Independent Schools (APTIS)** is offered to those members of staff on a teaching contract. New teachers joining the school from September 2024 will be auto-enrolled into APTIS. APTIS is a Defined Contribution (DC) scheme.

Contributions are paid into the scheme by both the school and the employee and are invested by the provider (Aviva) on your behalf. The benefits at retirement are based on the amount accumulated within the plan by the time you choose to receive your pension benefits and this, in turn, is determined by the amount of contributions paid in and the investment returns achieved.

The school will contribute up to a maximum of 23.68% of your pensionable salary into the APTIS pension scheme and a Death In Service scheme (life assurance policy, that would pay out a lump sum of three times your salary if you die whilst you are employed by the school). This is reflected in the table below as the 'APTIS max' which is an indicative 'basic gross salary' at different Scale Points before pension contributions and PAYE (National Insurance and Income Tax) are taken out. In addition, teachers receive a **school payment/class teacher** allowance and where relevant to the role, additional responsibility allowances.

Teachers can opt to change their employer contribution rate into APTIS, subject to a minimum of 13.75%, with the difference taken as a 'non-pensionable income supplement' **(which equates to additional salary)**. This is reflected in the table as the 'APTIS min' which is an indicative basic gross salary at different Scale Points before pension contributions and PAYE (National Insurance and Income Tax) are taken out.

Terms and Conditions

Service scale from September 2024

Scale Point	In Year	Salary £ APTIS max	Salary £ APTIS min
S1	1	£35,923	£39,062
S2	2	£37,997	£41,316
S3	3	£40,758	£44,320
Threshold 1			
S4	4	£43,359	£47,147
S5	5	£46,722	£50,804
S6	6	£50,345	£54,743
S7	7	£53,288	£57,944
Threshold 2			
S8	8	£54,564	£59,331
S9	9	£56,470	£61,405
S10*	10	£57,572	£62,603
Threshold 3			
S11*	12	£59,025	£64,183
S12*	14	£60,299	£65,567
S13*	16	£62,041	£67,462

*There is annual progression for a full time and part-time teacher subject to threshold criteria assessment up to and including point 10. Thereafter the service scale is biennial for a full and part-time teacher subject to threshold criteria assessment.

Terms and Conditions

In addition to the basic Scale Point, teachers' salaries at The Perse School are made up of a combination of **School Payment Allowance** (Upper and Prep only) or Pelican Class teacher Allowance and **Responsibility Allowances** (if allocated).

School Payment	Salary £	Salary £
	APTIS max	**APTIS min**
Upper School Payment	£2,833	£3,080
Prep School Payment	£1,279	£1,391
Pelican Class Teacher Allowance	£731	£795

Responsibility Allowances	RAs	APTISmax	APTISmin
All Schools	1	£377	£409
Combined maximum (62)	62	£23,374	£25,358
Single role maximum (52)	52	£19,604	£21,268

School Payment: in recognition of evening commitments, residential trips, non-term time holiday activities, preparation of public exam classes and some market differences the additional payment is made to all Prep and Upper teaching staff.

The Pelican Class Teacher Allowance reflects the unique role of class teachers at The Pelican who have responsibility for both pastoral care and the significant majority of subject teaching. The Pelican class teacher effectively has sole academic and pastoral responsibility for all the pupils in their form.

Responsibility: can be recognised both in terms of timetable remission and/or responsibility payments. Responsibility payments are made to teachers whose duties include a substantive additional responsibility that is not required of all teachers.

Weekend Payments: staff who take responsibility for a team fixture or other preauthorised responsibility (drama rehearsal, outdoor pursuits activity) on a weekend in term time can claim a non-pensionable Weekend Payment, termly in arrears at either a standard £118 or enhanced rate £145, per fixture/activity.

Benefits

At The Perse School, we value the well-being of all staff and offer a supportive environment that balances professional ambitions with personal growth, opportunity and work-life balance.

- Teachers undertaking research which will benefit the school may apply for a non-pensionable research award valued at £730.

- Excellent professional development opportunities and access to funding on a range of qualifications which include, PGCE, Masters level and Leadership qualifications.

- Ability to get involved with a range of extra-curricular activities and exciting trips including outdoor pursuits.

- School tuition fee remission of 50% for children to the junior or senior school (subject to passing admission test requirements). Fee remission does not apply to additional activities such as early/ late stay, summer schools, trips etc.

- Free lunch in the dining room during term-time and tea and coffee in the staff room.

- Free access to sports facilities including a gym and new swimming pool which opened in September 2024, during defined periods.

- Opportunity to join in with social activities organised by the School's Social Committee.

- Generous sick leave and parental leave pay above the statutory requirements.

- Assistance with relocation costs in accordance with HMRC rules as specified in the School's Relocation Policy.

- Parking on site and Cycle to Work scheme also available.

Application process

Please click on **How to Apply** which links to the vacancies section of the website to register/sign-in and submit your application. Any queries regarding the application process should be directed to the HR Co-ordinator at **recruitment@perse.co.uk**

Interviews

Candidates will be invited to spend a day at the School and to meet the Head and members of the leadership team, as well as the Head of Computer Science, the Head of Computing & Digital Strategy and the department. Candidates will be asked to teach a lesson as part of the selection process and further details will be shared with candidates whom we invite to interview.

The closing date for applications is **Monday 24th February at 9.00am** and interviews will be on **Tuesday 4th March**.

Safer Recruitment

The Perse School 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: references from previous employers, a Disclosure and Barring Service check at the enhanced level, as well as eligibility to work in the UK (in compliance with UK immigration regulations). All work carried out at the school on a regular basis amounts to regulated activity. This role is also exempt from the Rehabilitation of Offenders Act 1974. Safeguarding and promoting the welfare of children is everyone's responsibility. The school is committed to acting in the best interests of the child so as to safeguard and promote the welfare of children and young people. The school requires everyone who comes into contact with children and their families to share this commitment. Interviews will be conducted in person, and they will explore candidates' suitability to work with children.

Recruitment Policy

The School's Recruitment, Selection and Disclosure Policy and Procedure is available for your information on the school website. The Perse School actively supports equality, diversity and inclusion and encourages applications from all sections of society.

Helpful Links

The Perse Upper
interactive prospectus

The Perse Sixth Form
interactive prospectus

The Perse Virtual Tour

The Perse school
vision and values

Teacher research

Working at
The Perse School

The Perse School Cambridge

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