

Welcome

I am delighted that you are considering applying for the position of Maternity Cover Teacher. This opportunity is to have the ability to teach across Criminology, Psychology and/or PSHE/Personal Development. This position is full time 5 days a week on a year fixed contract aiming to start 01 February 2026 but open to an earlier start after successful recruitment checks.

We are a successful, forward-thinking, co- educational independent school with a long tradition of developing and promoting individual talent and encouraging high aspirations within an environment of continuous improvement.

Our history dates back to the 14th century, but we are also very much an innovative and forward-looking School that combines a strong focus on academic excellence with a rich co-curricular programme to enable our pupils to 'discover who they are' and unlock their potential in a School with a strong sense of community. The School continues to challenge itself on how it delivers its education services (recent years have seen the launch of a kindergarten, the establishment of a transport division, the opening of an international boarding house, and the deployment of iPads).

This is a fantastic opportunity for a teacher to join our school. You will be able to grow and develop your portfolio of skills in a positive and supportive environment. As a small school there are always opportunities for cross department teaching.

If this role represents the type of opportunity and challenge which excites you, and you believe you have the necessary skills and experience to lead and work with an excellent team, then we would be pleased to receive your application and give it serious consideration



Barnaby Rimmer
Headmaster

About the School and location

Wisbech Grammar School (WGS) is an independent, co-educational School located near the centre of the historic town of Wisbech in Cambridgeshire, on a green site of 44 acres beside the River Nene which runs through the town. The School offers a broad, high-quality education with excellent pastoral care for around 590 children aged 2-18. It is predominantly a day School but, in recent years, has started to take a limited number of boarders, mainly from the Far East.

The School is located on a single site with Wisbech Grammar Preparatory School (formerly known as Magdalene House) and the Senior School sharing the same buildings and extensive playing fields. The Kindergarten was established in 2018.

Wisbech is a historic market town with a royal charter in north Cambridgeshire and it straddles the River Nene, roughly halfway between Peterborough and King's Lynn. The town has a population of just over 30,000 and there are good road links to Cambridge, Norwich, Peterborough and the North Norfolk Coast

History and development

WGS was founded as a school for boys in 1379, making it one of the oldest Schools in the country. It was established by the Guild of the Holy Trinity, a group of scholars who were highly influential in developing the social and economic life of the town in the Middle Ages.

WGS has been a cornerstone of the town over many centuries and its presence was a vital factor in the granting of a Charter for Wisbech in 1549.

Since its establishment, change has been in the DNA of Wisbech Grammar. It has occupied a number of sites within the town over its evolution. In 1905 Wisbech High School was established to provide the same educational opportunities for girls as boys enjoyed at the Grammar School. The two Schools developed concurrently until they were merged in 1970, when the boys school moved across the river Nene to its current location today.

Over the years, many additional facilities have been established. In 1991, a major extension programme added 19 classrooms, four laboratories, two computer rooms, a sports hall, assembly hall/theatre and a new library. This was soon followed by the opening of a Design and Technology department and a new sports pavilion.

A £1m Arts Centre which included within it a suite of English classrooms, Music teaching, a drama studio (with black out function) was completed in 2003 and a new floodlit AstroTurf pitch was laid.

In 2010, a new hall was added to the Prep School and more classrooms were built. In 2013, a Sixth Form Centre was opened, followed in 2015 by a striking new, multi-functional refectory. In 2018, WGS launched its International strategy. This led to an even more busy building phase where the Bursar led a team to complete '7 projects in 7 months' and enabled the former sixth form centre to become the first international boarding house. The '7 in 7' projects enabled acceleration through the masterplan and has led to the functional zoning of all academic departments. There is now a Humanities Hub, a brand new 6th Form study centre, Performing Arts zone, Arts zone, Science and Maths Zone, all of which have a clearer identity.

With the move to welcoming international pupils, the school has evolved once again from a day school to a boarding School. January 2020 saw the opening of a second boarding house and there is now capacity for 28 pupils. The intention is to grow the international contingent to approximately 50 in the coming years.



Application process

To apply please download an application and equality form from our website www.wisbechgrammar.com. Your application should include a letter stating how you meet the job description addressed to Mr Barnaby Rimmer, Headmaster.

Please send postal applications for the attention of Rebecca Forman, Human Resources, Wisbech Grammar School, Chapel Road, Wisbech, PE13 1RH or send by e-mail to HR@wisbechgrammar.com

Closing date: Applications must be received by 9am on Monday 8 December 2025

Short list: Short listed applicants will be informed by 4pm on Tuesday 9 December 2025

Interviews: Will take place Friday 12 December 2025

If you are interested, then please submit an application as soon as possible. The School is happy to accept early applications by CV initially and reserves the right to close this vacancy earlier than the date above.

Wisbech Grammar School is committed to safeguarding and promoting the welfare of children and young people. The post is subject to an enhanced DBS check, satisfactory references and a medical.

Job Title	Teacher of Criminology, Psychology and/or PSHE/Personal Development
Reporting to	Deputy Head Academic
Hours of Work	Full time 5 days a week, on a fixed year contract to cover Maternity leave commencing 01 February 2026 but open to an earlier start.
Probation	1, 3, 6 12 month reviews in the first year of the role which will also apply if the successful candidate later changes to a different role/ promotion.
Medical	<p>The offer of appointment at Wisbech Grammar School will be conditional upon the provision of a medical report, which satisfies the school. Initially this will be a self-certification, which may result in Pre-Employment screening by our Occupational Health provider.</p> <p>Please note that all School buildings operate a no-smoking policy.</p>
Benefits	<p>Wisbech Grammar School provides</p> <ul style="list-style-type: none"> • Teacher Pension with TPS (18.4% employer pension contribution) or alternative APTIS Pension Scheme option • Fee discounts for dependent children.
Safeguarding	<p>Wisbech Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all its staff and volunteers to share this commitment.</p> <p>The post holder must be willing to undergo child protection screening, including reference checks with previous employers and a criminal record check with the Disclosure and Barring Service (DBS).</p> <p>The postholder is responsible for ensuring that they</p> <ul style="list-style-type: none"> • undertake all mandatory training on the school defined timetable (annually at time of writing this document) • read, digest and adhere to all mandatory training on the school defined timetable (annually at time of writing this document)
Data Protection	<p>In the course of employment at Wisbech Grammar School, staff may have access to confidential information relating to pupils and their families and are required to exercise due consideration in the way they use such information.</p> <p>Staff should not act in any way which might be prejudicial to the School's interest. Information which may be included in the category covers both the general business of the school and information regarding specific individuals.</p> <p>A strict code of confidentiality must always be adhered to.</p> <p>Wisbech Grammar School is registered under the Data Protection Act 1984 and staff must not at any time use the personal data held by the school or disclose such data to a third person.</p>

Principal Role

We are seeking a dedicated and versatile educator to join our team as maternity cover, with the ability to teach across Criminology, Psychology and/or PSHE/Personal Development. This position is ideal for a committed professional who can deliver high-quality teaching and contribute positively to our Sixth Form and wider school community.

For the right candidate, there is potential to incorporate additional departmental or whole-school leadership responsibilities currently undertaken by the post holder. While the core teaching element forms the essential baseline of the role, we are open to shaping a broader remit depending on the skills and experience of applicants.

The post represents an excellent opportunity for the successful candidate to share their expertise and love of the subjects and teach lessons which inspire and enthuse the pupils. Equally important are personality, aptitude, dynamism, initiative and the ability to communicate effectively at all levels. Salary is according to Wisbech Grammar School's own scale.

Detailed Role

The successful candidate will teach a combination of the following:

Criminology (Years 12 & 13)

- Delivery of controlled assessment content
- Revision support
- Continuation of curriculum units

Psychology (Years 12 & 13)

- Continuation of the specification
- Delivery of revision and exam-preparation lessons

PSHE/Personal Development (Sixth Form & Year 10)

- Weekly timetabled lessons
- High-quality, engaging delivery of PD content

Timetabled lessons across these subjects will form the foundation of the role.

Teaching & Learning

- Preparing lessons and teaching assigned classes, using appropriate teaching and learning strategies to communicate clear learning objectives and expectations.
- Encouraging pupils to take responsibility for their own learning, resources and the environment.
- Organising and maintaining a stimulating working environment appropriate for a range of activities.
- Securing an excellent standard of behaviour in the classroom through establishing appropriate rules and high expectations of discipline which pupils respect.
- Ensuring that resources are organised and readily available to promote a purposeful environment for teaching and learning to take place.

Assessment

- Recording and reporting on the work of pupils in accordance with school policies.
- Maintaining and presenting appropriate pupil records and reports and preparing pupils for national examinations.



Communication

- Working closely with the Head of Department(s).
- Liaising with teaching staff and Senior Management.
- Liaising effectively with parents/carers through informative oral and written reports on pupils' progress and achievements, agreeing appropriate targets and encouraging them to support their children's learning.
- Delivering open events to showcase the school to parents and visitors.

Enrichment

- Run extra-curricular activities and clubs.
- Sharing good practice on the teaching of History with colleagues and across the school.

Pastoral

- Liaising with pastoral care staff and learning support staff when necessary and undertake the role of form teacher, if required.

Maternity Cover Teacher

Criminology, Psychology and/or PSHE/PD

Person Specification

Attributes	Essential	Desirable
Qualification	<ul style="list-style-type: none"> A good Honours degree 	<ul style="list-style-type: none"> A teaching qualification
Knowledge	<ul style="list-style-type: none"> Ability to teach main components of the subjects Strong subject knowledge 	<ul style="list-style-type: none"> Ability to teach all components of History through to A Level
Skills & Experience	<ul style="list-style-type: none"> Teach confidently at Sixth Form level Good ICT skills and knowledge of Microsoft suite Maintain accurate and timely pupil records Excellent interpersonal communicator – Vocally, verbally, visually and in writing - with appropriate adaptation to pupils with different abilities and ethnic backgrounds Good time management skills Able to motivate pupils to learn Able to motivate pupils to be sociable Advanced influencing skills Ability to build positive relationships with a diverse range of staff and pupils Can show initiative, creative thought and understanding of the importance of being proactive in a busy workplace environment 	<ul style="list-style-type: none"> Evidence of personal and professional development and experience in teaching and learning Basic First Aid
Personal competencies and qualities	<ul style="list-style-type: none"> Be professional and well organised Be able to be flexible and work under pressure, both independently and within a small team Be capable of high standards of physical, emotional, social and intellectual care for the pupils Enthusiastic with a passion for working with all children Can consider issues objectively and from a holistic school view Warm and approachable personality that shows tact and sensitivity Patient, reliable and trustworthy High degree of emotional intelligence Keen eye for detail An understanding and commitment to the ethos, culture and priorities of the school Be an ambassador for the school 	<ul style="list-style-type: none"> Willingness to take leadership responsibility where appropriate and be fully accountable