



FORRES SANDLE MANOR

FORDINGBRIDGE

APPOINTMENT OF TEACHER OF BIOLOGY

Candidate Information

Required for September 2026



INTRODUCTION

Established in 1880, what is now Forres Sandle Manor has an enviable history. The owner of Pembroke Lodge School (originally located in Southbourne) purchased the Manor House and adjacent land in 1936, and at the start of the 1936 autumn term, Sandle Manor Preparatory School commenced educating pupils on this site.

During the following decades, the school's facilities underwent considerable improvements, including new classroom blocks, sports facilities and, in 1972, a new swimming pool. In 1993, Sandle Manor Preparatory School merged with Forres Preparatory School of Swanage and was renamed Forres Sandle Manor Preparatory School.

Today, the school remains set within 35 acres of stunning grounds, including STEAM building, sports fields, an astro pitch, heated swimming pool, cricket pitches, a multi-purpose sports hall, netball/tennis courts, and beautiful woodland with our Forest School, complete with an Anglo-Saxon Roundhouse. The original manor house is recorded in the Domesday Book; an Elizabethan house, largely rebuilt around 1900 but retaining the Tudor style.



LOCATION

The school stands in acres of wonderful countryside on the borders of Hampshire, Wiltshire, and Dorset. Fordingbridge, a small, picturesque riverside town, is known as the 'Gateway to the New Forest' and is located between Salisbury and the coastal towns of Christchurch, Bournemouth, and Poole. The area boasts easy access to beaches, riverside walks, the New Forest, and numerous historical and family attractions. The school is 12 miles from Salisbury and less than 20 miles from Bournemouth town centre.

EDUCATIONAL PROVISION & GROWTH

For many decades, Forres Sandle Manor has built a reputation as an outstanding preparatory school, preparing pupils for 13+ Common Entrance and scholarships to senior independent schools including Marlborough, Sherborne, Canford, Dauntsey's, Bryanston and Clayesmore. In recent years, FSM leavers have maintained a 100% success rate at Common Entrance.

Boarding is offered from Year 3 upwards, with full, weekly and flexi-boarding options available. While boarders represent a minority of our pupils, they remain an integral part of school life, enjoying the unique setting of the historic manor house. Flexi-boarding in particular has grown in popularity among older pupils.

The school is now entering a significant new phase of development. Our first GCSE cohort will sit examinations in 2027, with the inaugural Year 9 group having joined in September 2025. To support this expansion, we are investing substantially in curriculum development, staffing and facilities. In 2025, we opened a new multi-million-pound STEAM building, incorporating three specialist science laboratories and further enhancing the educational provision for our pupils.



AIMS & ETHOS

Our ambition is to grow sustainably while remaining true to our values:

- Outstanding academic progress through small classes and inspirational teachers
- Exceptional personal development through enrichment and co-curricular opportunities
- Maintaining a caring, supportive ethos where every staff member takes a genuine interest in each pupil

THE POST - TEACHER OF BIOLOGY

Since September 2022, following the arrival of our Headmaster, Mark Howe, Forres Sandle Manor has enjoyed a period of considerable growth and success. Enrolment has double during this period, with continued growth forecast through 2026 and beyond. This expansion has created a new Biology teaching role for September 2026.

From September 2024, all pupils in Years 7 and above study Biology, Chemistry and Physics as separate subjects. This provision will continue through to GCSE, with the ambition that all pupils achieve three separate Science qualifications.

Our new multi-million pound STEAM building, completed in 2025, houses three purpose-built science laboratories designed to deliver an exceptional practical science experience. We have also introduced a Science and Technology Scholarship pathway for pupils entering Year 7 and Year 9, and the successful candidate will be instrumental in inspiring and stretching our most able young scientists.

The postholder is responsible for inspiring and facilitating the learning of Biology, fostering a passion for the subject and promoting academic excellence. The successful candidate will plan and deliver engaging lessons, assess student progress and contribute to the continued development of the Science Department.



Key Responsibilities

1. Teaching and Learning:

- Plan and deliver high-quality, engaging Biology and Science lessons that cater to the diverse needs of students.
- Foster a positive and inclusive learning environment, promoting a love for Biology and scientific inquiry.
- Use a variety of teaching methods and resources to accommodate different learners.

2. Curriculum Development:

- Contribute to the development and improvement of the Biology curriculum, ensuring it aligns with current educational standards and best practice.
- Stay abreast of advancements in Science education and integrate relevant updates into the curriculum.

3. Assessment and Feedback:

- Regularly assess and provide constructive feedback on student work, in line with school and department policy, ensuring timely and accurate reporting of progress to students, parents and colleagues.
- Assess students' progress in both Science skills and curriculum knowledge and provide effective feedback to secure improvement.
- Implement effective assessment strategies to monitor and support students' academic development.

4. Classroom Management:

- Establish and maintain a positive and inclusive classroom atmosphere conducive to effective learning.
- Effectively manage student behaviour, encouraging a respectful and collaborative environment.
- Complete and follow comprehensive risk assessments for all practical activities to ensure a safe working environment for students and staff.

5. Professional Development:

- Engage in continuous professional development to stay informed about the latest developments in science education.
- Actively participate in relevant training, workshops and conferences to enhance teaching skills and subject knowledge.

6. Collaboration:

- Work collaboratively with colleagues within the Science Department and across the school, actively seeking to enhance cross-disciplinary learning opportunities.
- Collaborate with colleagues on extracurricular activities related to Science and STEAM.

7. Communication:

- Maintain open and effective communication with students, parents and colleagues.
- Attend and actively contribute to departmental and staff meetings.

8. Extracurricular Activities:

- Plan and deliver engaging extracurricular activities across all age groups.
- Plan and participate in trips and excursions to further develop pupils' understanding and enjoyment of the subject.
- Contribute to enrichment activities, both subject-related and in areas of personal interest, supporting the wider life of the school.

9. Safeguarding:

- Actively promote the safeguarding of children and young people for whom you are responsible and with whom you come into contact.

PERSON SPECIFICATION

Qualifications and Experience

- A good honours or higher degree in Biology or a related field.
- Qualified Teacher Status (QTS).
- Proven teaching experience at secondary level up to GCSE is essential.
- Demonstrated ability to inspire and engage students in the subject.
- Strong knowledge of current educational trends and pedagogical practices.
- Excellent communication and interpersonal skills.
- Experience of teaching Chemistry and Physics is desirable
- Experience of, or a willingness to teach KS2 Science is desirable

Personal Attributes

- Passionate about Biology and committed to fostering a love for the subject.
- Adaptable, flexible and innovative, with a willingness to embrace new teaching methods and technologies.
- Collaborative, collegiate and team-oriented, with the ability to work effectively within a department and across disciplines.
- Patient, empathetic, and dedicated to the holistic development of students.
- Flexible, creative and energetic, able to inspire and motivate students and being a positive force for good in the science department and the school.
- Confident classroom practitioner able to engage students through exciting and dynamic learning experiences.



WHY WORK AT FSM?

Small class sizes enabling meaningful relationships and personalised teaching.

A genuinely collegiate staff body with high professional trust.

A school where innovation is encouraged and ideas are welcomed.

A beautiful 35-acre campus on the edge of the New Forest.

A community where staff are known, valued and supported.

As FSM grows into a fully-fledged senior school with GCSE provision, this is an opportunity not simply to join a department, but to shape it.



TERMS & BENEFITS

Competitive salary commensurate with experience

Teachers are entitled to the normal School holidays

Hybrid pension model (TPS or APTIS)

Free lunches during term time

Free on-site parking

50% fee remission for dependent children attending FSM

Full-time position. Start date: September 2026





THE PROCESS

These job details should be read in conjunction with our Safeguarding policies, available on our website. Complete an application form (available with this advertisement), including a supporting letter addressed to Mr Mark Howe, Headmaster, and submit via email to recruitment@fsmsschool.com

Closing date: 12 noon on Monday 16th March.

Please note: Due to the volume of applications, we are unable to respond individually to every applicant prior to the closing date.