



Candidate brief for the position of

Teacher of Economics and Business Studies

to start September 2018



D'OVERBROECK'S
OXFORD



The school

d'Overbroeck's is a co-educational independent day and boarding school in Oxford for students aged 11 – 18. The school roll currently stands at c 500, and this is set to grow in the coming years.

The school was founded in 1977. Initially only a sixth form, d'Overbroeck's successfully pursued a policy of extending its age range, becoming an all-through 11 – 18 school in 2005.

In a city and a county which boast a good number of independent schools with resounding names and long histories, d'Overbroeck's has, in a comparatively short time, established itself as a thriving, forward-looking and highly successful school with a robustly distinctive ethos, an outstanding staff team, and a strong reputation for the quality of its educational and pastoral provision.

The school is now set for some very exciting new developments. Construction work has recently been

completed on a substantial new Sixth Form site at 333 Banbury Road. From September 2017 all sixth form teaching moved to the new site and the school's International Section moved into the Swan Building, which was previously used for sixth form teaching.

Taken together, these changes bring substantially more physical space and enable the school to take its facilities and its educational provision to a whole new level in a host of areas including the sciences, art, music and drama, as well as its library, social and dining provision. This is, therefore, an opportunity to join the school at an enormously exciting point in its development.



Our ethos

Academic achievement and personal growth are at the heart of what we aim to achieve at d'Overbroeck's; and the school's success in achieving these goals is evident in students' achievements and in the enthusiastic endorsement we receive from current and former parents and students.

The dominant note at d'Overbroeck's is one of purposeful informality. The ethos is firmly built on personal relationships, on a relative lack of stuffiness and overly-formal hierarchies and on a strong conviction that the individual lies at the heart of the school.

The school believes in leading by example, in a healthy dose of flexibility and in the power of laughter and humanity. 'Enthusiasm', 'maturity' and 'courtesy' are words that very frequently feature in the observations of visitors to the school. This is an environment which

gives people – staff as much as students – the space to grow, to learn, to engage with complexity and to achieve their goals, while also making time for friendship, for laughter and for living life to the full.

The policy at d'Overbroeck's is for everyone, staff and students, to be on first-name terms throughout the school. The school's experience is that this fosters more mutual respect and truer, more motivating interactions between staff and students.

Students wear school uniform up to Year 11 (there is no uniform in the Sixth Form). This is a relatively light-touch uniform, designed to allow each student a sense of her or his own individual personality.

d'Overbroeck's does not have any particular religious affiliation and welcomes students and staff of all faiths and none.

'A defining characteristic of d'Overbroeck's is its close-knit, informal atmosphere within which students grow in confidence, self-esteem, respect for themselves and for others. Students are very supportive of each other and behaviour throughout is excellent, exemplified in considerate, warm relationships.'

ISI inspection report, October 2013

Structure of the school

The school consists of three sections on different sites in North Oxford: Years 7-11, the Sixth Form and the International Section. Due in part to its history and in part to the physical configuration of its buildings, d'Overbroeck's is a mushroom-shaped school. The Sixth Form is numerically the largest part of the school: in addition to students progressing from the lower years into the Sixth Form, we draw a large intake of students (around 90 or so at present) directly into the Lower Sixth each year – a combination of local and international students.

As the present time, the composition of the school is as follows:

Years 7-11 – 180 students; all day students. Based on Leckford Road, OX2 6HX.

The Sixth Form – 280 students; a mixture of day and boarding. Based on a new purpose-built site at 333 Banbury Road that opened in September 2017.

The International Section – around 60 international students who are all boarders. The move into the Swan Building in September 2017 provides considerably more space and greatly improved facilities, including laboratories and an art room, and we hope to increase student numbers in this section of the school in the coming years.

333 Banbury Road

From September 2017, when the new site at 333 Banbury Road was completed, the Sixth Form benefitted from a considerable upgrade in facilities and physical space. The new building includes five science laboratories and spacious suites for art, music and drama, as well as more library and common room space.

The new Hall provides daily dining facilities for staff and students as well as a 180-seater auditorium for music, drama performances and all kinds of other school events, not only for the Sixth Form but for the whole school.





Teaching and learning

d'Overbroeck's offers a broad academic curriculum with a wide choice of subjects at GCSE and A level. Students in the International Section are prepared for IGCSE examinations.

The school places an emphasis on fostering resilience and independent learning skills, and this starts as early as Year 7. In the Sixth Form, many students complete an EPQ alongside their A level programme, and students regularly take part in Maths and Science Olympiads. Special programmes are provided for Oxbridge and medical / veterinary applicants. A wide range of trips and visiting speakers enriches the taught curriculum.

A Personal Development (PSHE) programme is integrated into the curriculum from Year 7 through to Year 11 and students in the Lower Sixth have an Enrichment Programme which introduces them to information, views and debates on a wide range of issues. There is a focus on reflective teaching and on CPD and the school has repeatedly been complimented by ISTip on its work in supporting NQTs through their induction year.

The teaching approach at d'Overbroeck's has always been built around comparatively small classes. Classes are generally kept to a maximum of 15 students up to Year 11 and up to 10 students in the Sixth Form. Classes in the International Section are usually kept to a maximum of 10.

In the International Section, students follow a one-year programme which prepares them for IGCSE exams in up to 8 subjects alongside intensive teaching in English for academic purposes (EAP). In September 2017, the school introduced a two-year IGCSE programme for younger students, which runs alongside the current one-year programme.

Exam results are very strong. At A level, both raw results and value-added data show impressive achievement across the ability range, and progression to Oxbridge and other top Russell Group universities is consistently strong.

Boarding

There are currently around 180 boarders at d'Overbroeck's, and this number is set to increase in the next few years as the school grows. We take day pupils only in Years 7-11 so our boarders are either in the Sixth Form (where a little under half the students are boarders) or in the International Section (where almost all the students board).

For some of our boarders home is just 30 or 40 miles away; for others it is another part of the world. Some will have boarded before while for others this may be the first experience of being away from home and family.

Whichever it is, our aim is to create a close-knit, homely boarding environment where students are physically comfortable and personally at ease; where they can live and work happily, enjoy freshly-cooked, well-balanced meals and make strong and lasting friendships.

Like our teaching space, our boarding provision has seen considerable development. A brand new sixth form boarding house, known as Islip House, opened in September 2017. At the same time, one of our existing boarding houses, Nash House, is now being used to accommodate younger students in the International Section.



Extra-curricular

Alongside the academic curriculum, a varied and vibrant programme of co-curricular activities opens up all sorts of opportunities for students throughout the age range. Sport is varied and wide-ranging, music and drama are very strong and concerts and school productions are always big events to look forward to.

Though it does not have its own playing fields or sporting facilities, the school is fortunate to have the use of an excellent range of venues and facilities nearby, and these are used on a daily basis.

'It's hard to imagine a better school for nurturing and developing students....Without exception all staff are dedicated to the aspirations of the school, resulting in a lovely and thriving atmosphere that produces excellent results and well-rounded teenagers!'

Parent survey, 2015





Association membership

d'Overbroeck's is a member of the Independent Schools Council (ISC), the Society of Heads of independent schools and of the Boarding Schools Association. The school is also an associate member of AGBIS.

Accreditation and inspection

d'Overbroeck's is an accredited member of the Independent Schools Council. The most recent ISI Regulatory Compliance inspection took place in November 2017, during which we were judged to be compliant in all areas. Four years earlier in October 2013 we had a full integrated ISI inspection, and the school was judged 'Excellent' in all aspects of its educational and boarding provision. The inspection team especially noted the 'extremely high levels of satisfaction with the school overall' expressed in the parental responses in the pre-inspection survey. Informally, the school was told that these were exceptionally high, even by the high standards of most independent schools.

Copies of both the 2013 and 2017 ISI reports can be found at: www.doverbroecks.com/inspection

Safer recruitment

d'Overbroeck's is committed to safeguarding and promoting the welfare of all its students, and this is a responsibility that is shared by all members of staff. The successful candidate will be subject to an enhanced DBS disclosure. Please see the section on Disclosure below.

Disclosure

Please note that d'Overbroeck's school aims to promote equality of opportunity for all with the right mix of talents, skills and potential, without respect to age, gender or race and welcomes applications from diverse candidates. As d'Overbroeck's meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure of criminal background from the Disclosure and Barring Service before their appointment is confirmed. This will include details of cautions, reprimands and final warnings, as well as convictions. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant. Further information about the disclosure scheme can be found at www.gov.uk/government/organisations/disclosure-and-barring-service/about.

Teacher of Economics and Business Studies

We are seeking to appoint a teacher of Economics and/or Business Studies to join an exceptional department, teaching in the Sixth Form. The post may be combined with senior Sixth Form pastoral or other academic responsibilities for an appropriate applicant.

The Post

Economics and Business at d'Overbroeck's have both been large, flourishing and very successful subjects at d'Overbroeck's for many years. The successful teacher will join a successful, well-established and well-resourced department. Although both subjects have enjoyed significant exam success, we pride ourselves on not being exam-centric in our approach but look to develop an understanding of the subject rather than just an expertise in how to pass exams. A sense of what we mean by this can be seen from the Economics teaching resources available on the Eduqas website, all of which were developed by the d'Overbroeck's Economics department.

The department generally has 100-110 Economics students and 30-40 Business students and is jointly led by Andrew Gillespie (Business) and Simon Harrison (Economics). They are assisted by four full-time teachers who are able to teach both subjects, and one part-time teacher who teaches Business.

Andrew has led the Business department almost since its inception, combining his teaching and other duties at the school with his work as Chief Examiner in which he played a leading role in developing the new A level specification. Simon is Principal Examiner in A level Economics for WJEC Eduqas and was heavily involved in the creation of the Eduqas A level in Economics. Both have significant experience down the years of integrating new staff with a variety of different levels of experience and making them feel a valuable and welcome part of the department.

We are able to configure the post in ways which may suit quite different applicants. The position, linked to a senior pastoral role, could be very suitable for a teacher with a few years of experience who feels ready to take a step forward in terms of responsibility, commitment and initiative.

Equally, we are very happy to receive applications from newly qualified teachers or graduates who hope to enter the profession but don't have a PGCE. In the last few years two NQTs have joined the Economics and Business department, with both subsequently assuming important positions of responsibility within the school. The School also recruits teachers, often straight from university, who have little or no experience before joining d'Overbroeck's. These teachers follow an extensive programme of in-house and external training and support.

Above all, what we are looking for are talented colleagues who will prove to be excellent teachers. Flexibility of approach, a sense of fun, a readiness to respond to pupils' individual needs and an enthusiastic, open approach to teaching are among the qualities we value. We are looking for teachers who are passionate and knowledgeable about their subject and able to communicate this knowledge and enthusiasm. d'Overbroeck's offers teachers and students alike a friendly and welcoming environment where classes are small and standards are high.

Economics and Business are both offered at A level. Business is also offered as a one year IGCSE course in our International Section.

Senior pastoral responsibilities in the Sixth Form

In addition to teaching Economics and Business, for an experienced teacher we would like to combine the post with senior Sixth Form pastoral responsibilities. Pastoral responsibility for the Sixth Form is shared among a team of senior colleagues known as Directors of Studies. Further details are available on request.

Part-time working

The advertised post is a full-time one, but the School is always willing to consider applications from teachers who only wish to work part-time.

Necessary qualifications

All applicants will be expected to have a good degree in Business or Economics or a related subject and be able to demonstrate their teaching ability. The school does not require that its staff possess a PGCE or equivalent formal teaching qualification, though many members of staff have an appropriate qualification. NQTs receive a full induction programme through ISTIP (<http://istip.co.uk/>) with the support and guidance of senior members of staff. Our recent report from ISTip generously praised our provision for NQTs.

Salary and pension

The school has its own salary scale (above the national scale) and pension scheme. There are additional responsibility awards for senior Sixth Form pastoral and other responsibilities.

Further information

If you would like any further information at this stage, please feel free to telephone Alastair Barnett, Deputy Principal Academic, on the main school number 01865 688600

Applications

Applicants should complete the Form entitled Application for a Teaching Post which can be downloaded from www.doverbroecks.com/posts.

The Application Form, full Curriculum Vitae and a covering letter should be emailed to HR@doverbroecks.com and a signed copy sent to:

Helena Barron
d'Overbroeck's
333 Banbury Road
Oxford
OX2 7PL

Please apply as soon as possible, but no later than **Monday 21st May 2018**. We hope to be able to hold interviews on the Wednesday or Thursday of that week.

Short-listed applicants will be notified of the interview arrangements as soon as possible after short-listing.

May 2018



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