



Working at Oakham School
Teaching Staff

Welcome to Oakham School



We welcome applications from teachers who are passionate subject specialists, willing to throw themselves wholeheartedly into the life of a large and busy 7-day-a-week boarding school. Oakham offers many opportunities for enthusiastic practitioners – newly qualified and highly experienced alike – who are keen to use their personal strengths and interests to enhance the learning experience for the students in their care both in and out of the classroom.

In addition to the chance to teach their subject speciality, teaching staff are tutors, with between 8–10 pupils in each tutor group. The opportunity to get to know our pupils very well through being a tutor provides an added pastoral dimension to the teaching role at Oakham that is extremely rewarding.

Oakham is a Church of England foundation with an Anglican Chaplain and a Chapel which is in use every day. The School warmly welcomes those of other denominations. No-one is excluded from appointment on religious grounds but anyone intolerant of Christianity is unlikely to feel comfortable in the Oakham community.

Oakham's strength lies in providing a spectacularly wide range of opportunities and activities which sit alongside an invigorating and challenging academic curriculum. At 16+ we offer the choice between the IB Diploma and A-levels and other standalone qualifications. We are currently introducing the IB Middle Years Programme for students in Forms 1 to 3. Over many years, the School has not only been incredibly successful academically, but it is also recognised nationally for its outstanding achievements in sport, music, drama and the Duke of Edinburgh's Award Scheme.

Term time can be intense but the long holidays are a great reward at the end of the busy terms.

The School has benefited from significant investment in recent years. The latest improvements include a new classroom block for the Humanities, a stunning state-of-the-art Faculty of Social Sciences, fantastic Science facilities, a purpose-built Medical and Pastoral Centre and a major redevelopment of the Sports Centre. The School is at an incredibly exciting point in its history and has a very ambitious development plan for the next five years, including a new facility for the Performing Arts.

If you would like to help shape Oakham's future for the next stage of its 400-year journey and would thrive on the pace of life in our vibrant and dynamic School, we would love to hear from you!

Timetable

The School runs seven days a week during term time, with lessons on a Saturday morning, sporting fixtures in the afternoon and a busy programme of weekend activities. A full-time teacher is expected to teach 22 periods of 50 minutes per week, as well as contributing to the wider life of the School through their tutorial and activity commitments.

Teaching resources

Oakham's teaching and learning facilities are excellent with all academic departments housed within their own departmental areas. Nearly all teachers have their own classrooms, which are equipped with interactive whiteboards and we have recently invested in our ICT resources to provide every teacher with their own Microsoft Surface Pro computer. Our well-resourced library offers 2,400 square metres over two floors of subject specialist support.

Continued professional development

There is a generous professional development budget, and we encourage staff to undertake research and training that will both develop them and enhance the School's educational provision. Our Teaching and Learning team, led by our Director of Teaching and Learning, work with staff from across the Common Room to provide models of excellent classroom practice and share great teaching methods via our T&L blog and a programme of regular 'TeachMeet' seminars.

Oakham provides an induction programme for all new staff, as well as full support for NQTs. We have also recently introduced a new Review process, to help our teachers evaluate their achievements in a user-friendly way and to set meaningful and achievable targets.

Newly Qualified Teachers

The School is fully accredited to participate in the ISTip NQT Induction Programme in order to provide qualified teacher status (QTS) at the conclusion of a newly qualified teacher's first year at Oakham.

Applicants without formal teaching qualifications or experience

We will consider applicants without formal teaching qualifications or experience. Oakham School has a long record of training and developing teachers 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.

Inspection Reports

Oakham School has recently undergone a very successful ISI Inspection (September 2017). To view the inspection reports go to <https://www.oakham.rutland.sch.uk/Admissions-Home>

Exam results

Academic performance is excellent.

- In the IB Diploma in 2018, students achieved a mean score of 34.6 points, with 65% of all Higher Level grades being 7 or 6 (equivalent to A*/A at A-level).
- At A-level, 13% of all examinations were graded A*, and 39% at A* or A.
- Overall, combining across all qualifications, results for the Upper School equate to around 46% A-level grades A* or A or equivalent.
- At GCSE level, 36% of grades were A* or equivalent, and 62% at A*, A or equivalent; 25% of all new '9-1' exams sat achieved the new highest grade of a '9'.

Wider Curriculum

Members of staff are expected to involve themselves fully in the life of the School, helping with games and other activities outside the classroom. Special skills are welcomed but what matters most is a willingness to give time and energy generously.

The pastoral side of the School is outstanding. All our pupils are members of one of the 16 Houses, each with its own Housemaster or Housemistress, and every pupil has his or her own tutor. All members of staff (including the Senior Leadership Team) have a specific pastoral role at Oakham.



Working at Oakham School

Remuneration and career progression

Oakham operates its own competitive salary structure, which is above the national scale. There are also many opportunities for staff to take on positions of responsibility which carry additional allowances.



School dining

We pride ourselves on the exceptional quality and variety of the food we offer. Staff can enjoy free lunches in the Barraclough Dining Hall during term time, if they are normally in work at that time. Any staff required on School business before 7.30am or beyond 6.00pm may also have breakfast/dinner there.



Sports Facilities

Staff are able to make free use of the School gym, swimming pool and squash courts during specially designated staff times.



Additional benefits

- Teachers' Pension Scheme (TPS) with Death in Service Benefit
- Sick Pay
- Staff Fee Remission Scheme – two thirds reduction of school fees for each child
- An opportunity to join our subsidised BUPA Select Private Medical Insurance Scheme and a healthcare Cash Plan Scheme, with an option to include family members
- Personal Accident Insurance
- Childcare Vouchers
- Cycle to Work Scheme
- Free Car Parking
- School Counsellor
- Free use of our university-standard library

LOWER SCHOOL
10-13
MIDDLE SCHOOL
13-16
UPPER SCHOOL
16+

54%
560
BOARDERS

60
MUSICAL
CONCERTS
EACH
YEAR

170
MEMBERS
OF TEACHING
STAFF

5
MAJOR
DRAMA
PRODUCTIONS
EACH YEAR

30
DIFFERENT
SPORTS

7:1 PUPIL
TEACHER
RATIO

6 DESIGN
TECHNOLOGY
ROOMS

20,000
NON-FICTION

10,000
FICTION TITLES

IN OUR
SMALLBONE
LIBRARY

40
ACRES OF
OUTSTANDING
SPORTS
PITCHES

280
MEMBERS
OF SUPPORT
STAFF

50%
GIRLS
50%
BOYS

200-SEAT
PROFESSIONALLY
EQUIPPED THEATRE



6 ART
STUDIOS

16
HOUSES
8 GIRLS
8 BOYS

70%
OF STUDENTS GO TO
RUSSELL
GROUP
UNIVERSITIES EACH YEAR

470
DAY
PUPILS

DEDICATED
ART
GALLERY

216
SPORTS
TEAMS

AT 16+
A-LEVELS
IB DIPLOMA
PRE-U
& BTEC

26
GCSE
SUBJECTS

250
PUPILS
TAKE PART IN

THE DUKE
OF EDINBURGH'S
AWARD

OVER 500
MUSIC
LESSONS
EACH WEEK

OVER
125
ACTIVITIES
90 TRIPS
AND 50
FUND-RAISING
EVENTS
EACH YEAR

Life in Oakham and Rutland

Oakham is a thriving market town with a population of around 11,000. Rutland is the UK's smallest county and is a beautiful part of the country – a hidden jewel set within rolling countryside traditionally used for hunting. Rutland Water with its many tourist attractions is on our doorstep and the surrounding villages are full of quintessentially English charm.

Oakham's excellent road and rail links mean that London (1 ½ hours), Birmingham (1 ½ hours) and Cambridge (1 hour) are all within easy reach, whilst locals are spoilt for choice between Leicester (30 minutes), Peterborough (30 minutes) and Nottingham (50 minutes) for their nearest cities to visit.

The town has a twice-weekly open air market, a monthly farmer's market, and a wide range of specialist shops, which include a number of family owned businesses of which three are butchers, one is a baker, and two are delicatessens.

Oakham's 12th century castle benefited recently from extensive refurbishment thanks to a £2.1 Million Heritage Lottery Fund Grant and now offers a varied programme of events in addition to its improved facilities.

The town's other attractions include the Rutland County Museum, many places to eat and drink serving locally sourced food and Oakham's famous Grainstore beer, and several highly popular local sports clubs (rugby, football, cricket, tennis) not to mention the town's leisure centre.

Oakham is well served by primary schools – four state and one independent. At secondary level there is a highly regarded 11–16 community college and a sixth form academy that Oakham School helped to establish.

The town is currently undergoing a period of significant expansion with several substantial new housing developments under construction. For full details of current house prices go to www.rightmove.co.uk.

Normanton Church



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