



**D'OVERBROECK'S
OXFORD**

A NORD ANGLIA EDUCATION SCHOOL



Candidate brief for the position of

Teacher of Mathematics

To start in September 2024



The school

d'Overbroeck's is a leading co-educational independent day and boarding school in Oxford for students aged 11 – 18.

Founded in 1977, initially as a Sixth Form, d'Overbroeck's has maintained its founding values throughout its growth.

We believe in outstanding teaching and laughter. We celebrate the individual and foster a culture that promotes collaboration and originality. We pride ourselves on our unique blend of social informality and academic rigour.

Our students consistently achieve some of the best value-added results in the country. Our success has supported our continued growth, currently with over 760 students across our 4 teaching sites.

We are located in North Oxford, and we've established ourselves as a thriving, forward-looking and highly successful school. We are known for our distinctive, non-traditional ethos, an outstanding staff team, and a strong reputation for the quality of our educational and pastoral provision.

d'Overbroeck's comprises of 3 sites: Years 7-11, The International School, and the Sixth Form, giving a school of approximately 765 students (200,125 and 440 students in each section respectively). The school follows GCSE/IGCSE and A Level based curriculum.

As the school continues to grow, we continue to develop our facilities to ensure that we can offer excellent resources to our students. This is an opportunity to become part of the d'Overbroeck's community at a very exciting point in our development. Our school is part of the Nord Anglia family of 88 schools around the world and part of you work will be working with regional teams in areas such as digital marketing and branding.



Our ethos

We place academic achievement and personal growth at the heart of everything we do at d'Overbroeck's. Our success in achieving these goals is evident in students' achievements both in and outside the classroom, as well as in the enthusiastic endorsement we receive from current and former parents and students.

Our innovative approach sets us apart from other local independent schools and is characterised by purposeful informality. Our ethos is firmly built on **personal relationships**, and on a strong belief that **every individual is at the heart of the school**.

At the same time, our approach is distinctly **collaborative**. We believe 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 visitors to the school frequently use to describe us.

We provide an environment which gives both staff and students the space to be themselves as well as the encouragement and stimulus to grow, to learn, to

engage with complexity and to achieve their goals. And they'll also have time for friendship and living life to the full.

Our policy is for everyone, staff and students, to be on first-name terms throughout the school. Our 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 and there is no uniform in the Sixth Form. Our uniform is relatively light-touch, which allows each student a sense of their own individual personality.

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

In its key findings, our most recent inspection report (2021) found that our students are highly motivated with extremely positive attitudes to learning. They were described as successful collaborative learners who are naturally inclusive. They were said to have a remarkably strong sense of self understanding and excellent awareness of how to improve and achieve their goals.

ISI inspection report, October 2021



Teaching and learning

We teach a broad academic curriculum with a wide choice of subjects at GCSE and A-Level; we currently offer 37 different A Levels. Students in the International School study a mixture of GCSEs and IGCSEs.

At d'Overbroeck's, we emphasise fostering resilience and independent learning skills starting from 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.

We offer bespoke academic enrichment programmes through our Think programme. These are suitable for students who want to develop their academic skills in preparation for Oxbridge, Medical/Veterinary and Law programmes and for wider university study. Students have the opportunity to participate in a wide range of trips and sessions from visiting speakers throughout the year.

We integrate a Personal Development (PD) programme into the curriculum throughout the school. Students study a Personal Development Programme which introduces them to information, views and debates on contemporary issues.

Our focus is on reflective teaching and professional learning. We have our own in-house system of CPD that promotes reflective and collaborative practices and allows staff to delve into areas of pedagogy that truly interest them.

The teaching approach at d'Overbroeck's has always been built around comparatively small classes. In Years 7-11, classes are generally kept to a maximum of 15 students. In the Sixth Form and The International School to we aim to keep classes to a maximum of 11.

At the International School, many 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 (EAL). We also offer a growing two- and three-year IGCSE programme for younger students, which runs alongside the current one-year programme.

Our exam results are very strong. We are the top school for progress (value-added) at A-Level in Oxfordshire and every year many of our students progress to Oxbridge and other top Russell Group universities.

Boarding

We currently have over 300 residential boarders at d'Overbroeck's, which is set to increase in the next few years as the school grows. Our boarders are currently either in the Sixth Form (where around half the students are boarders) or in The International School (where almost all the students board), however from September 2024 we will also be offering boarding for our Years 7-11 students.

In the Sixth Form, students can either board full-time or weekly. 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 continues to develop considerably.

We have a purpose-built Sixth Form boarding house (Islip House) opposite our Sixth Form. We also have a Sixth Form boarding house in St Aldates, in the heart of the city and in Westway to the west of the city. We have another boarding house on the Banbury Road (shared with some International School students) and three further boarding houses in north and west Oxford for International School students.



Co-curricular

Alongside the academic curriculum, we offer a varied and vibrant programme of co-curricular activities to open up all sorts of opportunities for students in every year. Sport is diverse and wide-ranging, music and drama are very strong and concerts and school productions are always big events to look forward to.

Music

We offer a range of concerts and musical events throughout the year for students across the school. We also have a popular Instrumental and Vocal programme taught by a team of experienced peripatetic instrumental teachers each week.

Drama

Drama at d'Overbroeck's is about much more than learning lines and performing: it's also about unleashing our students' dramatic creativity. It's also a vehicle through which students develop confidence in themselves – not just as performers, but as individuals and members of a broader society.

Sport

We take an inclusive approach to sport and encourage all students to take part in different activities when they study with us. Whilst it's very important to us that students get the opportunity to compete and represent the school, it's equally important that they develop lifelong learning around active, healthy lifestyles.

Although we don't have our own playing fields or sporting facilities, we are fortunate to have the use of an excellent range of venues and facilities nearby, including those of Oxford University at Iffley Road. During term-time, our students use these facilities 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





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 inspection took place in October 2021. This was an educational quality inspection, which graded our students' achievements and personal development as "excellent" (the highest grade). It stated that d'Overbroeck's is "a community which is built on kindness, good humour and respect".

Copies of our ISI inspection reports can be found at: [Policies & Inspections - d'Overbroeck's \(doverbroecks.com\)](https://www.doverbroecks.com/policies-and-inspections)

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 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 Mathematics

We are seeking to appoint a full-time teacher of Mathematics from September 2024. The successful candidate should be able to teach throughout the school, with teaching split across two of the school's three sections.

The post and the department

This is an opportunity to join a large and exceptionally successful department. The Mathematics department at d'Overbroeck's is led by our Head of Faculty, Michael Vanden Boom and supported by our Head of Maths at our years 7-11 school, Stephen O'Keeffe and our Head of Maths at the International School, Graham Hope.

The Edexcel specification is used throughout; i.e. GCSE at key stage 4; both Mathematics and Further Mathematics IGCSE at our International School; and Mathematics and Further Mathematics at A Level.

Maths is part of the core curriculum up to year 11, both in our 7-11 day-school and International School. There is also significant uptake of Mathematics in the Sixth Form; with around 70-80 Mathematics and 30 Further Mathematics students in the Lower Sixth it is the most popular subject offered at A level.

Results are consistently strong at both GCSE and A level – in 2023, 57% gained grades 9-7 at GCSE in Y11; 61% gained A*-A at A Level Maths and 67% gained A*-A in Further Maths. At the International School, 33% of students achieved Level 9 for IGCSE Maths and 64% achieved Levels 7-9. Every year several students go on to study mathematics related courses at top universities.

Throughout the school there is a strong tradition of extra-curricular mathematics, and the successful applicant will have opportunities to contribute to this at all levels. Students participate in individual and team competitions organised by external agencies and consistently perform at a high level. The department enjoys a close relationship with the Oxford University Mathematical Institute which has enabled us to attend, as well as host, a range of workshops and lectures on areas of Mathematics beyond the syllabus.

Teaching

The successful applicant must be willing to teach Mathematics at all levels offered by the school and across two of the school's three sites (Sixth form, Y7-11, International School). Class sizes are small (maximum 15 in Years 7-11; 10/11 at the International School and in the Sixth Form), which enables teachers to gain a detailed understanding of each individual student's strengths and needs. We value independence of thought above mere acquisition of skills, and although we seek to provide the best possible preparation for public exams, we aim to do so in such a way as to foster real understanding and enjoyment of the material being studied.

Technology is used to support teaching and learning throughout the school, including the use of graphing and statistical software packages, interactive whiteboards, online learning, and in-class tablet computing. We use Microsoft Teams and OneNote as our online platforms.

The person

We are looking for a talented and passionate mathematician to teach Mathematics at all levels offered by the school (Years 7-13). We place a high degree of importance on strong academic skills and subject knowledge, as well as the ability to convey enthusiasm and enjoyment of the subject to students across the ability and age range. Flexibility of approach, a sense of fun, a readiness to respond to students' individual needs and an enthusiastic, open approach to teaching are among the qualities we value. d'Overbroeck's offers teachers and students alike a friendly and welcoming environment where classes are small and standards are high. Experience of teaching students for whom English is not their first language and/or of teaching in an international school environment is desirable, although not essential.

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. ECTs receive a full induction programme through ISTip (<http://istip.co.uk/>) with the support and guidance of senior members of staff. Graduates who have not completed a PGCE receive an extensive in-house training programme. We pride ourselves on our ability to offer support and training to new teachers and our recent report from ISTip generously praised our provision for ECTs.

Necessary qualifications

All applicants will be expected to have a good degree in Mathematics or a related subject and be able to demonstrate their teaching ability. d'Overbroeck's does not require that its staff possess a PGCE or equivalent formal teaching qualification, though most members of staff do in fact have an appropriate qualification.

Salary and pension

d'Overbroeck's has its own salary scale (comparable to, or above the national scale) and pension scheme.

Teachers at d'Overbroeck's also benefit from:

- free cooked lunches during term-time
- discounted membership rates for a nearby sports and leisure club
- access to 'We Care' medical and counselling services
- participation in the 'Cycle to Work' scheme
- fee discounts for children of staff attending d'Overbroeck's School

Further information

If you would like any further information at this stage, please feel free to contact Stephen Creamer, the Vice Principal (Staff and Curriculum Operations), on 01865 688600 or stephen.creamer@doverbroecks.com.

Applications

Please apply as soon as possible, but no later than **Sunday 26 May 2024**.

Short-listed applicants will be notified of the interview arrangements as soon as possible after the application deadline and we aim to interview before the end of term. Please also note that we reserve the right to shortlist candidates for interview and potentially make an appointment prior to this date.

Nord Anglia Education

In early 2021 d'Overbroeck's was acquired by Nord Anglia Education, a leading premium international schools organisation. At the start of the 2022-23 academic year, NAE comprised 81 school in 32 countries, employing over 15,000 and teaching over 70,000 students.

You can find out more on their website: [nordangliaeducation.com](https://www.nordangliaeducation.com)



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