



ST. EDWARD'S
OXFORD

WORKING AT TEDDIES





100 acres
of green space,
under 2 miles from
Oxford city centre



ST. EDWARD'S
OXFORD

Day 16% 84% boarding

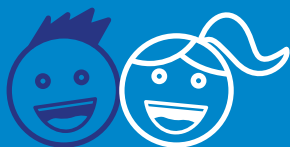
over
800
pupils



16%
of pupils
from the rest
of the world



Founded **1863**



Co-ed since 1987 – 40 years since girls
joined the Sixth Form, 25 years of full co-ed

Promoting
choice

IB and A Levels,
GCSEs and Pathways
and Perspectives



ISI rating



Excellent for pupils'
achievements and for their
personal development

13 Boarding
Houses

5 girls'



4 boys'



4 mixed



(boys to year 11, co-ed Sixth Form)

Driving
sustainability



Insisting
on equality,
diversity and
inclusion

Academic and sporting
breadth of opportunity



Listening
to staff and
pupil voice



Dear Candidate,

Thank you for your interest in working at St Edward's (or Teddies, as we are also known). We have written this brief introduction to working at Teddies to give you a feeling for the School, for our direction and our ethos, as well as a summary of the many benefits of living and working here.

St Edward's is enjoying a period of exceptional growth and development, and we are looking for talented people from all backgrounds with a wide variety of skills, interests and opinions to join our community. Everyone at Teddies is working to achieve our purpose: to benefit the public by promoting and providing for the advancement of the education of children in a liberal and open community. We are seeking to achieve that aim by promoting scholarship, by delivering excellence and by inspiring and celebrating commitment to service, within and outside the School community.

We want to see St Edward's leading the sector in co-educational boarding, in educational innovation and in the wellbeing of pupils and staff.

On every measure, we are succeeding and there has never been a more exciting time at which to work at Teddies. There are new buildings and new people and there is momentum in every area of school life – in ideas, in academic results, in recruitment, in admissions.

For all its recent success, however, St Edward's remains a refreshingly different kind of school. Our deliberate emphasis on selecting young people broadly and inclusively on their attitude and their ambition rather than narrowly and exclusively on test results makes for a community rich, diverse and rewarding in its interests and enthusiasms. Our admission of pupils with diverse qualities mirrors our approach to recruiting staff: inclusion is a fundamental part of the ethos of St Edward's where all people are valued and diversity is celebrated. We teach pupils the benefits of welcoming difference and we do not tolerate unkindness or prejudice in any form. The most important qualities for us are that you are excited to join us on our upward journey and that you are keen to work towards our goal of becoming the leading co-educational school in the country.



Our vision is for a fully co-educational school, taking full advantage of its location in Oxford, to which access is broad and balanced, in which staff and pupils together make up a diverse and mutually supportive community of learners, in which pupils develop self-agency through opportunity, in which there is a culture of service, from which pupils graduate with values for life and skills for the 21st century, and in which the estate and all operational structures facilitate sustainable excellence.



Academic work is unquestionably the most important part of our pupils' education, but at St Edward's there is much more to school life. Talented scholars, musicians, sportswomen and men, performers, dancers, humanitarians, adventurers, entrepreneurs, filmmakers and artists – among many others – live and work together, inspire each other, and become lifelong friends.

St Edward's is forward-looking and progressive. It is one of the few UK schools to offer both A Level and the IB Diploma in the Sixth Form, and our academic programme was further enhanced in 2020 with the launch of pioneering new courses for the middle school years. These externally accredited new courses, Pathways and Perspectives, run alongside GCSEs, more fully to develop pupils' skills of research, collaboration and communication.

This year, St Edward's is proudly celebrating the 40-year anniversary of welcoming the first girls into the Sixth Form and becoming fully co-ed 25 years ago. We continue to pioneer co-education, and the introduction of co-educational boarding in the Sixth Form is one of many innovations in the last few years.

We want to be the leading school for pastoral care too. Most recently and most significantly, we have made appointments to two new roles, Director of Wellbeing and School Psychologist. Mindful of the pressures that children can find themselves under and the increase in mental health concerns nationally, we are determined to equip pupils with the tools to manage their wellbeing and to live happier lives. The wellbeing of our staff is equally important, and our work in this area extends to both staff and pupils.

Beyond Teddies, the partnership programme in which we work with other schools and charities, ensures that pupils engage with the community beyond the School and learn to play a meaningful part in the life of the city.

Ancient and modern, renowned as much for the richness of its cultural life and for the beauty of its architecture as for the brilliance of its intellectual life, Oxford needs little introduction or advertisement. For our school, it provides a constant source of academic inspiration for students and staff alike – where we benefit from world-leading academics on our doorstep, whether we are welcoming lecturers here at the School or visiting the University ourselves. Oxford has exceptional amenities with its museums, cinemas, theatres, restaurants, shops, outstanding

schools and world-class hospitals. With the Thames flowing through the city and the canal passing through the grounds of the School, with the University Parks on the doorstep, the Cotswolds only a few miles to the west and London only an hour away, there is something for everyone. Our local community is thriving too: we are located in Summertown, a popular area in the north of the city, with a strong community and many independent shops, cafes and restaurants.

In building our school for the future, all roles are essential to our success: everyone in every part of the School plays their part in making Teddies a welcoming, happy, successful and fulfilling place in which to learn, live and work.

As you learn more about Teddies – and there is much more to find out on Teddies TV, on our website and, best of all, on a visit to the School - I hope that you will share that sense of excitement and want to be part of the next chapter in our history.

Alastair Chirnside
Warden

Our Values

St Edward's was founded on Christian principles, which continue to provide the foundation for our values and which, through Chapel, remain central to the life of the School.

Integrity: the value of honesty to ourselves and to each other

- we seek to earn and to deserve the trust of others, by acting rightly and justly
- we take responsibility for our words and actions
- we acknowledge our mistakes and we learn from them

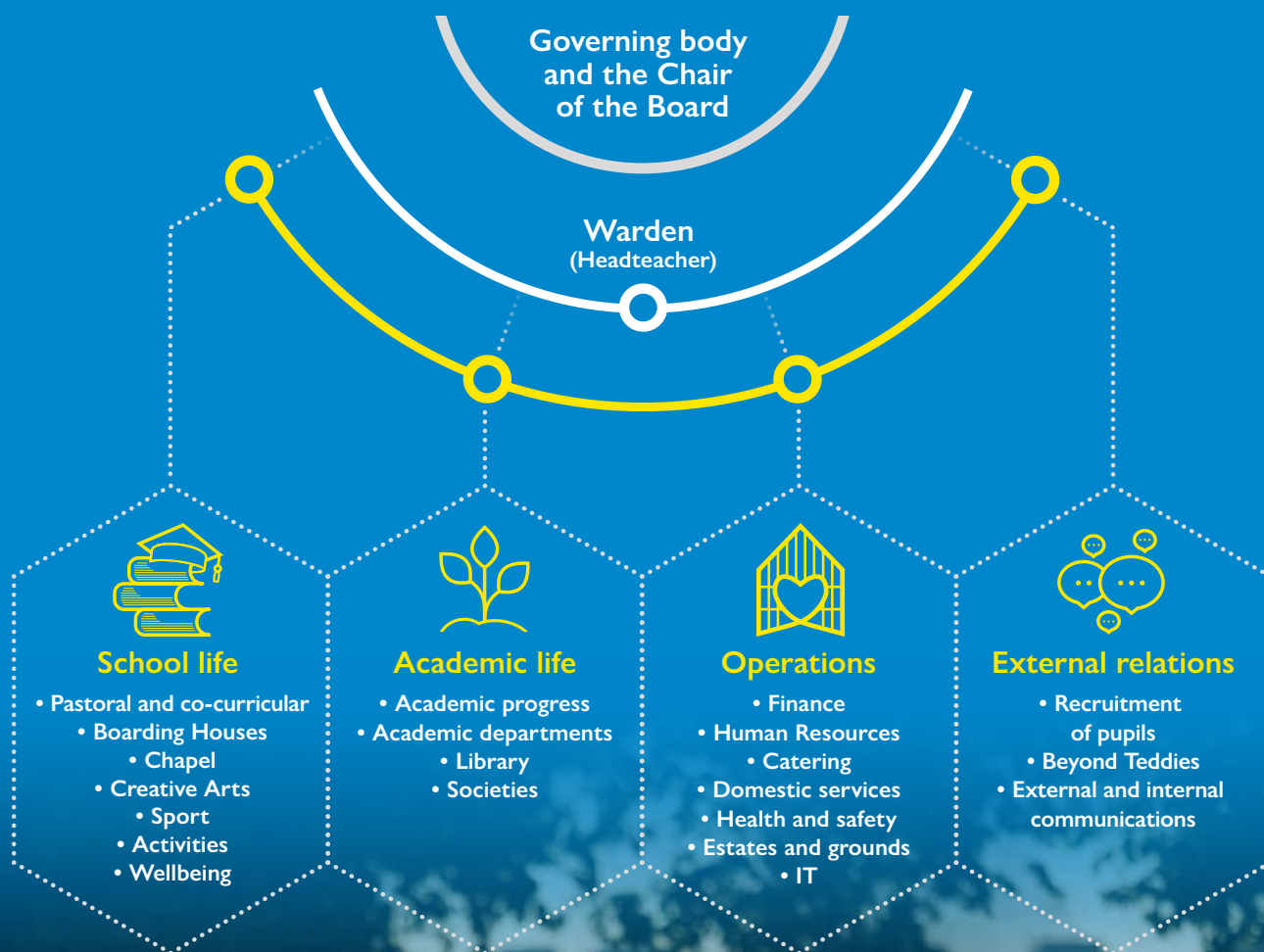
Kindness: the value of love

- we feel and show compassion for others, always listening and seeking always to understand
- we value, respect and include others without regard for differences
- we treat others as we would have them treat us

Courage: truthfulness to our values at the testing point

- we stand up for what we believe to be right, speaking up for ourselves and for others
- we seek to bring out the best in others
- we persevere with resilience, with forgiveness and with patience

Whole school overview



Pupils are overwhelmingly courteous and polite, relating well to each other and to adults.

INDEPENDENT SCHOOLS INSPECTORATE

Teddies in Oxford

Founded in 1863 as a school in the centre of Oxford, St Edward's moved to its current 100-acre site in 1873 – a rich and tranquil green space just ten minutes by bike or bus from the heart of Oxford.

The School is built around a huge Victorian quad, recently modernised with our award-winning Christie Academic Centre and the Olivier Hall. The North Wall Arts Centre, a performing arts centre owned by the School and shared with the city, provides a professional theatre venue for school performances, a public gallery for exhibitions and a place where the whole community can enjoy a variety of shows throughout the year. In addition, we have the high-specification Music School, a fully equipped sports centre (with ambitious plans for further development of our sports facilities), a riverside boat house, numerous pitches and courts, a golf course and a canal-side towpath.

While St Edward's was built on open fields and retains a calm and countryside feel, it now forms part of North Oxford's fashionable Summertown, our local area where pupils and staff alike can enjoy the many cafés and independent shops, and benefit from the convenience of nearby supermarkets.

The School's location at the heart of one of the most academically and culturally rich cities in the world is a significant bonus for staff. So, too, is the beautiful countryside moments away. From riverside walks by the Teddies Boat House to rambles in the Chilterns and Cotswolds, just a short train or car ride away, there are endless places to go to find tranquillity in nature and many country pubs to refresh you on the way!

Teddies location in Oxford also means there is a wealth of transport links to London. We are an hour's drive from 11 counties and two international airports, including Heathrow.





St Edward's
has the edge over
other independents
in its position on the
threshold of a vibrant
university town.

GOOD SCHOOLS
GUIDE 2020



Travel plan

St Edward's Travel Plan sets out our commitment to encouraging and helping staff and pupils travel to school by sustainable means. Our location close to bus routes, trains and cycle paths makes car-free travel easy and we have a generous scheme to help staff who want to buy a bicycle to cycle to work. We also encourage lift-sharing where other routes are not possible, and we have free electric vehicle charging points available for staff.

Our staff in their own words

Vicki Patel

is a teacher of Maths, Assistant Housemistress in Oakthorpe and rowing coach. She joined us in September 2022.

What are you looking forward to about working at Teddies?

Seeing the improvements my students make throughout the academic year is so motivating for me; improvements not only in terms of academic grades but also in their personal development and confidence. I am Assistant Housemistress in Oakthorpe, so I'm excited to get to know the girls and to dive straight into the heart of the school community. I'll also be involved with the Boat Club. I have a reputation for rarely setting aside free time, so I look forward to getting involved in much more as I settle in.

I also love living in Oxford. The best thing has to be the cycling options. I spend most of my downtime on my road bike and I love the variety you can get depending on which direction you take out of Oxford.

What were you doing before Teddies?

I completed my DPhil in Mathematics at the University of Oxford this summer. My research was on partial differential equations. Aside from this, I was a tutor for first- and second-year undergraduates at Corpus Christi College and The Queen's College, and an interviewer for undergraduate admissions at the University. I also rowed for the university lightweight squad.



Janio da Costa

is a member of the Logistics Department. He started here in 2017.



Tell us a bit about your background and your family.

I grew up in Ossu, East Timor, and came to the UK in 2015. I left school at 18 as my parents couldn't afford to send me to university. East Timor is a newly independent country and there aren't many job opportunities there.

What do you enjoy about working at St Edward's?

I've found it to be a very friendly community. I really love working with my colleagues in the Logistics Department - we get to enjoy the scale of the school site and all the wonderful new buildings on a daily basis.

I am also really pleased to be taking my driving licence through St Edward's, so that I can drive the Logistics van.



Dennis Victory

teaches Dance, and has done since 2010.

What do you do at Teddies and how long have you worked here?

I've been here for over 10 years. I started off just teaching breakdancing on Monday evenings as it was different from the hip-hop that was being done at the time. It was so successful that I decided to introduce a few more styles and started teaching funk fusion which is a mixture of street, hip-hop and breakdance. It's been hugely popular, and I now work at Teddies three days a week, teaching breakdance, funk fusion, street, hip hop and acrobatics.

What do you enjoy about teaching Dance at Teddies?

I teach both at Teddies and at a performing arts school. The mentality at a performing arts school is so pressurised, it's all about a career as a performer, whereas I love working at Teddies as the pupils mainly dance for the sheer joy of it. The pupils here are so supportive of each other and the shows have just been brilliant. They've grown now to the extent that they are now unbeatable year after year - we just try to do something new each time. It's a great release of energy and stress. I've seen kids come out of mock exams and come in and scream 'Let's do a warm-up!'. They just want to crack on with choreography!

Henry Irving

joined Teddies as a Graduate Assistant in September 2022 and now teaches History.

Why did you want to become a Graduate Assistant at Teddies?

After several years working in finance, I decided to change my career and become a teacher. The Graduate Assistant role at Teddies gave me the perfect opportunity to get first-hand experience of life in the classroom as well as gain an insight into other aspects of school life, such as coaching sport and working in a boarding house.

What are the challenges and how are you supported?

Teaching is challenging and, at the start, being in a classroom can be a little daunting. However, the staff here always offer warm and supportive advice.

What are the things that you are enjoying most about working here?

The School itself is incredible and I enjoy walking onto the campus every morning and seeing the beautiful buildings and grounds.

Working in a boarding school is all encompassing! You contribute a lot to school life, and this has great rewards. It means you get to know the children much better than in other schools, since you see them both inside and outside the classroom.

I've also enjoyed the social aspect of the School. The Common Room is vibrant and there's always an event or occasion to go to. Oh, and the food is excellent!



Lauren Bray

is Housemistress of Mac's. She joined in 2017 as a teacher of English.

What do you love about Teddies?

The fun! Boarding Houses are always full of hilarity, energy and happiness. Of course, there are difficult days, weeks – even years. But through the difficulty there is something joyful about so many young people living together as a community. It is a great privilege to be able to watch and guide pupils as they become young adults.

What were you doing before Teddies?

Before I came to Teddies, I worked at Parkwood Academy in Sheffield, again as a teacher of English. Prior to that position, I worked at a special educational needs school providing classroom support for pupils with complex needs. Surprisingly, I never planned to become a teacher. Much of my early career and educational background was in archiving, museums and heritage – it was really an accidental discovery that working in a school was much more fun than hiding in dusty backrooms full of yellowing paper.



Rachel Moffatt

became our Beyond Teddies Partnerships Manager in September 2021 after joining Teddies in September 2020.

What do you enjoy most about your role?

It sounds clichéd, but making a real difference to the local community around St Edward's. There are so many fantastic schools, organisations and charities locally and I feel excited to work with lots of them and see the mutual benefits of our partnerships. For example, in my first term in my new role, I worked with Oxford Council and Asylum Welcome to arrange for Afghan refugees living in hotels in Oxfordshire to come to St Edward's for crafts, sports and meals. It was so rewarding seeing the Teddies pupils welcome these families and truly engage with them.

How did you come to work at Teddies?

I had a very varied career before Teddies - running my own first aid training business for six years, working at Fulham Football Club in their Commercial Department, and managing the Sports Centre at The Oratory School, Reading. But it was in the school office at St Nicholas' Primary School in Marston that I found my love of working in schools. They are such great places to work – there is never a dull moment. I first joined Teddies working in the IB and Careers Departments before being promoted to my current role.



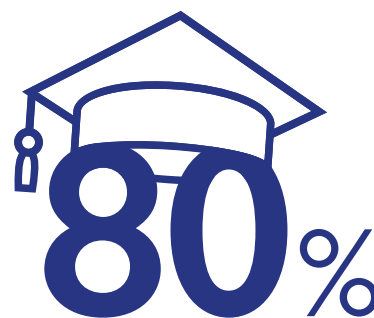
Academic life at Teddies

St Edward's has a strong academic culture and an ambition to bring the most talented teachers to the School, to inspire and motivate our pupils. Our year on year improvements in exam results underline the progress we are making in this area. The Christie Centre, our new and award-winning academic building, promotes new ways of learning through collaboration and Harkness classrooms. It also houses the Oxley Library, a modern research hub with a university-style reading room as well as a more traditional library. On the ground floor, an open-plan workspace and café for the Sixth Form encourages informal collaboration and has space for independent working.

We promote choice for our pupils in all areas of the school. In the Sixth Form, we offer the International Baccalaureate as well as A Levels, and in the Fourth and Fifth Forms (Years 10 and 11) pupils have the option to take one or two of our own bespoke and accredited Pathways and Perspectives courses to complement GCSE subjects. We have also recently added Greek, Computer Science and Textiles to the range of subjects offered within the timetable at GCSE. For A Level, we have recently added Computer Science, Psychology and Politics to the curriculum. For pupils taking the IB, Dance is now available as an option.

Our Oxford Days let our pupils and staff enjoy the wealth of academic and cultural opportunities in the city, through attending lectures, concerts, exhibitions and galleries. Our Oxford Lectures reciprocally bring into the School local world-class academic voices to share their knowledge and enthusiasm with pupils, staff and parents.

In the most recent inspection by the Independent Schools Inspectorate, Teddies was rated excellent for pupils' achievement, academically and more generally, and for their personal development. We want our pupils to leave school with a lifelong love of learning and we want to nurture the same passion in our staff. All academic departments run a programme of seminars to inspire not only the pupils but also staff by furthering and deepening their subject knowledge.



**of school leavers
secured their
first choice university**

Pupils'
**ACADEMIC
CURIOSITY**
is fuelled by our
programme of
supercurricular
events – with visiting
Oxford lecturers,
expert masterclasses
and inspirational trips.



**They emphasise kindness a lot. Ambition
and kindness don't often go hand in hand.**

THE GOOD SCHOOLS GUIDE







One of the
very few city-based
boarding schools in the UK,
with a quad to rival the Oxford
colleges and a reputation for
friendliness and inclusivity –
and more recently –
academic clout.

MUDDY STILETTOS



Beyond the Classroom

The exceptional co-curricular programme at Teddies is often cited by parents as one of the key drivers for choosing St Edward's. From rugby to rowing, dance to musicals, ceramics to textiles, CCF to volunteering in local schools, beekeeping to chess, musical recitals to weekend entertainments, the opportunities for pupils and staff to be involved in and enjoy activities beyond the classroom are endless. The sheer number, the quality and the variety of sports, arts and clubs available are breathtaking.

Not only do we offer this extraordinary choice, but we also provide it in astounding facilities:

- our new award-winning Olivier Hall, opened in summer 2022, is the largest auditorium in Oxford. It seats 1,000 people and we have already used it to host several major school events including musical recitals and dance shows. It also provides a venue for commercial events and performances including concerts by the Oxford Philharmonic Orchestra;
- the Music School with its 20 practice rooms, seven ensemble rooms, large recital room, rock room, recording studio and music library allows pupils and staff space and facilities to practise and perform at professional standard;
- The North Wall Arts Centre, owned and used by the School but also run as an independent Arts centre, comprises a theatre, art gallery, dance and drama studio;
- Our Boat House at Wolvercote, just next to the famous Trout Inn, sees year-round training on the Thames for international and national regattas;
- pupils have timed access to the facilities at the commercially run Nuffield Health Club – including its gym, swimming pools and indoor courts – where all staff receive free membership;
- we also have numerous pitches, tennis, netball and all-weather courts, and state-of-the-art strength and conditioning facilities.

We encourage all our pupils to engage fully with the co-curricular programme and we have introduced recently a graduation award to ensure that pupils make the most of the opportunities available to them. The same vast array of opportunities is also available to staff. Academic and support staff are encouraged to share their passions outside the classroom with pupils through the co-curricular programme – in sport, in art and in our 90 clubs and societies. If even that variety does not include your passion, don't worry - staff and pupils can set up new clubs at any time!



MUSIC

7

full-time
teachers

35

peripatetic
teachers

20

practice
rooms

500

hours of
instrumental
lessons



 The North Wall
Arts Centre

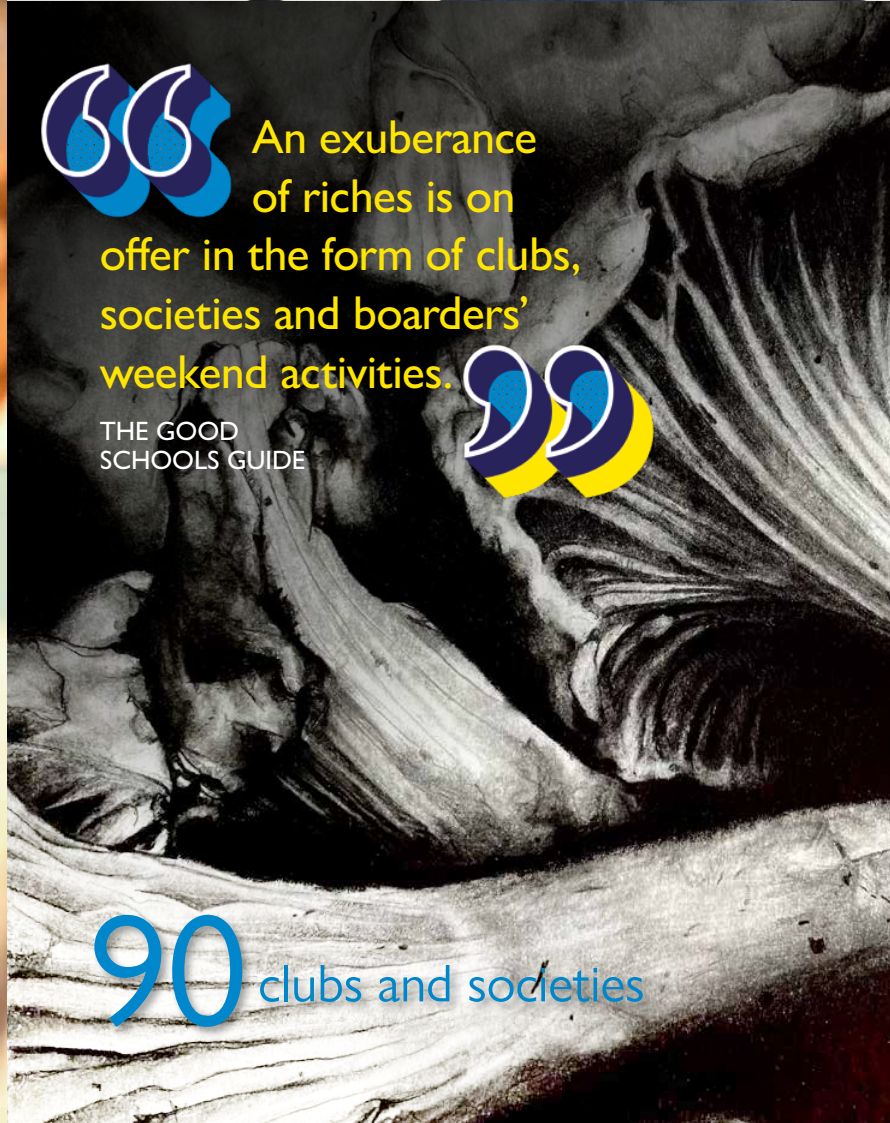


An exuberance
of riches is on
offer in the form of clubs,
societies and boarders'
weekend activities.

THE GOOD
SCHOOLS GUIDE



90 clubs and societies



15 main team sports



Eddie Jones coached the 1st XV for an afternoon - so expect some stellar passing next season.

TATLER SCHOOLS GUIDE



DANCE

Around

200

pupils take Dance

20%

are boys

12

teachers



roughly 1 in 4 pupils take Dance

purpose-built studio

Community at Teddies

Teddies is rightly known for the friendliness of the community and warm welcome extended to new staff.

All staff are invited to attend our vast array of academic and cultural events throughout the year.

In addition to joining in with the many areas of school life, there are several social events which all staff are encouraged to attend with their families. These include staff welcome evenings, Fireworks Night, the Carol Concert, the Teddies Staff Children's Christmas Party and our summer bouncy castle event for the children of staff. Further ways of bringing staff together are welcomed: for example, there is a new Toddlers and Babies group for staff with young children and our new Head of Football has initiated staff football. The Warden and his family also invite all staff, on a rolling basis, to informal evenings at their home in the Quad, right in the centre of the School, with the aim of bringing staff together and getting to know them better.

Pupils have
an excellent
attitude to their
learning

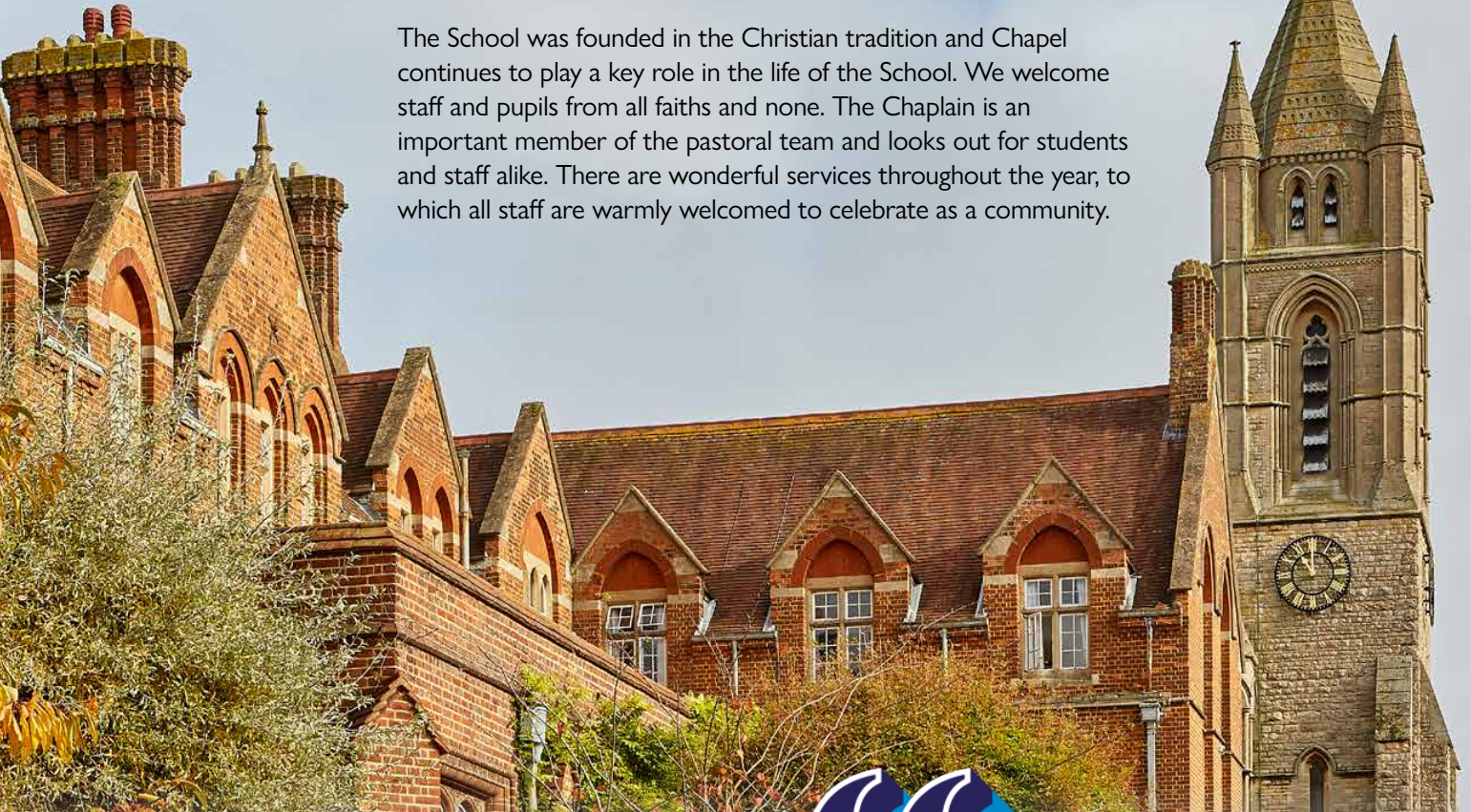
INDEPENDENT
SCHOOLS
INSPECTORATE

There is also a thriving academic Common Room, welcoming and supporting teachers new to Teddies, many of them new to the profession too, and hosting many social events throughout the year.



Chapel

The School was founded in the Christian tradition and Chapel continues to play a key role in the life of the School. We welcome staff and pupils from all faiths and none. The Chaplain is an important member of the pastoral team and looks out for students and staff alike. There are wonderful services throughout the year, to which all staff are warmly welcomed to celebrate as a community.



Volunteering and charity work

Service is a core part of the education at Teddies. Our Beyond Teddies team facilitates pupil engagement with our local community – enabling volunteering in local schools, care homes, food banks, refugee charities and many other local charities. Every pupil in the Lower Sixth, for example, takes part in Teddies Collaborates, spending 90 minutes within the timetable every week engaged in partnership work. We encourage staff to join in our diverse and rewarding range of opportunities too, as well as to raise money for the School's chosen charity (Asylum Welcome in 2022) through school-organised events and independently.



There is
a tangible sense
of enjoyment
and satisfaction.

INDEPENDENT
SCHOOLS
INSPECTORATE





Leading
the way in
educational initiatives
is instinctive for this
dynamic Oxford
school.



TATLER SCHOOLS
GUIDE

Careers at Teddies

St Edward's is committed to the professional development of all its staff and seeks to encourage ambition and career progression. We are proud of the high rate of internal promotions at Teddies and equally proud of the people who springboard from Teddies to senior roles in the sector. In the last two years, two senior staff members have been appointed to headship and another has become a Deputy Head in another school. Those achievements attest to the high quality of our staff and the development opportunities at Teddies.

Training is run onsite and externally, and staff are encouraged to take the initiative in progressing their careers. From NVQs to doctorates, grants and support are available for staff wishing to undertake relevant studies and to enhance their knowledge and their CVs. In addition, there are staff-initiated and staff-run forums for sharing best practice in teaching and learning, for sharing academic research and for generating new ideas.

We also know that a complete break from teaching can hugely refresh teachers and we have established policies for sabbaticals, exchanges and leaves of absence, allowing staff to take time away from the School in term-time to re-kindle their love of their subjects and to return with renewed enthusiasm and inspiration for our pupils.

We also have Apprenticeship schemes across the School, and we welcome graduates thinking about careers in teaching to teach before applying for a PGCE. Teddies is also a centre for the national SCITT programme (for school-centred initial teacher training) for Modern Foreign Languages.



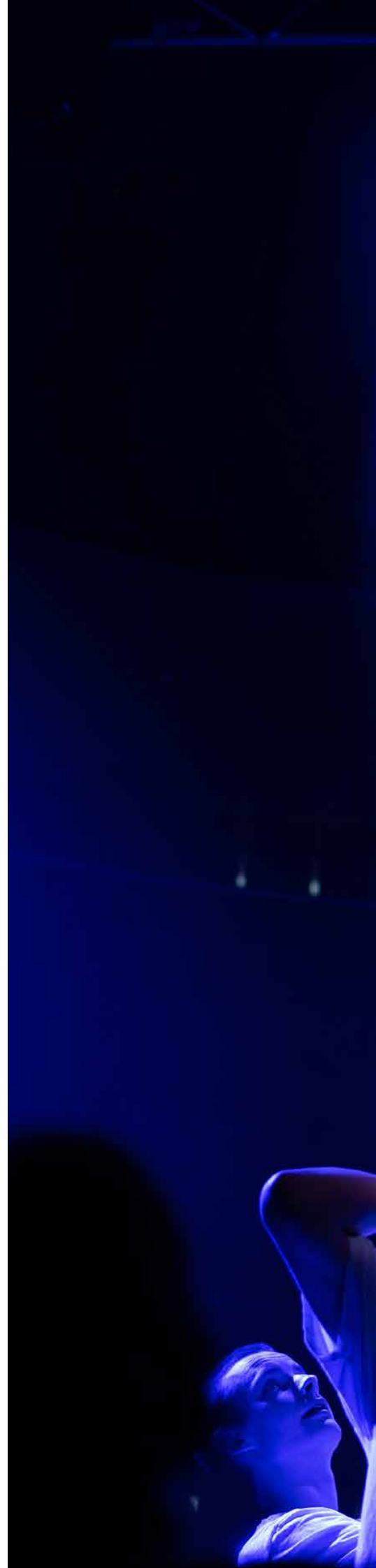
Exhilarating achievements

Boarding schools are exciting and absorbing working environments, and that is what attracts many people to work in them – the huge satisfaction of working closely with enthusiastic and talented children to achieve amazing results. Every year, as well as our brilliant exam results, we run a full and exciting co-curricular programme. This programme culminates in our Gaudy week celebration. During the seven days of Gaudy there were are numerous events showcasing our fabulous achievements, with trips, workshops, fixtures, rehearsals, concerts, drama performances, exhibitions and Dance Shows. Our performances of music, dance and theatre would not be out of place in the West End, and they take place in professional and commercial venues; our highly talented sports teams compete and succeed nationally and internationally.

To achieve this is a huge community effort which involves all staff supporting each other and our pupils. All academic staff who work full time contribute beyond the classroom - in running the School, in the co-curricular programme and in providing pastoral care for our pupils. At St Edward's, we recognise that the intensity that this brings to term-time needs to be balanced with rest, and the School actively discourages non-essential work during the Leave Weekends and school holidays for staff who work term-time. There are clear instructions about email!

From HITT to yoga, spin to running, Pilates to walking – our staff-only sessions are a great way to get together and promote our wellbeing.

LISA ELKINS, HEAD OF DANCE AND NETBALL





It is a very social place, hard work and successes are recognised and celebrated. I feel valued, I feel we all share the same vision of the School's direction. The pupils in our care are happy, and as a member of staff I feel supported by my colleagues.

STAFF SURVEY 2022



Wellbeing

St Edward's recognises that employee and pupil happiness is core to the success of the School. It is for that reason that we have recently appointed a Director of Wellbeing whose responsibilities extend beyond the pupils to all employees. Her remit includes school ethos, ways of working and support structures for pupils and staff – with a view to ensuring that working at St Edward's positively enhances the lives of all its staff.

We also know that a healthy body helps to maintain a healthy mind and all staff are automatically members of the Nuffield Health Fitness and Wellbeing Gym – a privately-run sports complex, owned by the School. It has lots of fitness classes, a well-equipped gym, indoor tennis courts, squash courts and two swimming pools, one of them outside.

In addition, staff have access to 24/7 support via the telephone, as well as counselling services through our Employee Assistance Programme for times of need.



Accommodation

For many staff, living at the School or nearby is essential to their work. For example, all Housemasters and Housemistresses (HMs), Assistant HMs and Resident Tutors live within boarding houses. In addition, the School owns a substantial portfolio of property in the roads next to the main site and in Summertown. Academic staff are able to apply to live in rented school accommodation; priority is given to staff with significant co-curricular or pastoral responsibilities. The School's strategic vision is to be able to offer accommodation to all teaching staff.

Recruitment at St Edward's

St Edward's is committed to safeguarding and promoting the welfare of children and young people and we aim to create and maintain a safe environment for our pupils, where they feel respected and supported. We expect all staff to share this commitment and to become familiar with our policies and procedures for child protection and security. It is a requirement of the Children Act and Care Standards Regulations that all employees of the School must receive enhanced clearance from the Disclosure and Barring Service.





The School
is thriving, it
feels like a positive
and happy place to
work, where there is
a strong unity
of purpose.

STAFF SURVEY 2022





I really like my team. I feel really well supported by my line manager. I feel that I am well supported to develop my role and that I have a purpose within the organisation. My job really interests me. I feel very lucky.

STAFF SURVEY 2022



ST. EDWARD'S
OXFORD

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