



THE ORATORY



BRIEF FOR THE POST OF TEACHER OF ENGLISH SEPTEMBER 2025

INDEPENDENT BOARDING AND DAY SCHOOL FOR GIRLS & BOYS AGED 11-18



CONTENTS

The School.....	01
The Role.....	04
The Person.....	09
How to Apply.....	11





THE SCHOOL

The Oratory is an HMC independent school for students aged 11 to 18, providing an all-round education of quality and purpose.

We offer small class sizes and outstanding facilities on a wonderful South Oxfordshire country estate and yet we are within easy travelling distance of London, major motorways, railways and airports.

The Oratory School has high academic standards; however, we believe that an education is about more than statistics. We have a clear vision to ensure that each student flourishes and fulfils their maximum potential both in and far beyond the classroom. To this end, a wide variety of co-curricular activities enrich the students' learning and all students get the opportunity to develop their specific talents to the full.

The Oratory is not a large school, and this enables each and every student to be known, valued and stretched as an individual within our nurturing community.

Founded in 1859 by Saint John Henry Newman - we are a Catholic school which welcomes students of all faiths or none. Visitors often comment on the inclusive community atmosphere of our school, which we believe nurtures confidence, self-expression and a desire to learn and grow.



THE ROLE

We are looking for a Teacher of English to join our team. The role is a part time (0.5) role from September 2025.

Teaching at The Oratory is an opportunity to inspire, challenge, and nurture young minds within a unique and vibrant educational setting. We expect our teachers to be passionate about their subject, dedicated to delivering high-quality lessons, and committed to the all-round development of our pupils. Our teachers play an active role in fostering the supportive family atmosphere that underpins our school, helping pupils grow into confident, self-expressive, and resilient individuals with a strong sense of purpose and joy in learning.

In return, we offer a rewarding and fulfilling environment where teachers are valued as part of our close-knit community. With small class sizes, exceptional pastoral care, and a focus on professional development, The Oratory provides the resources and encouragement to excel in your teaching career. Join us in our mission to prepare young people not just for exams, but for life - equipped with the knowledge, character, and confidence to thrive in an ever-changing world.

THE DEPARTMENT

The English Department comprises the Head of Department, two other full-time teachers, and two part-time teachers. There are four English classrooms and a Head of Department office.

For GCSE, the Department follows the Edexcel IGCSE specifications in English and English Literature and, at A Level, both Edexcel English Literature and English Language A Levels are offered. The department is in a modern set of classrooms which offer an inspirational setting for study. The teachers in the department have a passion for their subject and are keen to communicate their love of both English Literature and Language to their students. We teach a broad academic range and are required to stretch the very bright, as well as nurture those students who need support. In terms of the age range of our students, we teach from Year 7 to GCE A Level.

We use Microsoft Teams as a form of distributing vital notes or presentations, for revision and study guidance, and the setting of homework/prep. The department organises regular theatre trips and author events.



Administration

- Organising the setting and marking of internal examinations, and entrance tests to the school as required, and the provision of results.
- Supervision of Endorsed Practical arrangements, ensuring that criteria are fulfilled and deadlines are met.
- Ensuring the integration of appropriate ICT within departmental schemes of work.
- Advising on the choice of books and teaching materials and examination syllabuses.

Links beyond the Department

- Liaising with the Head of Curriculum Support about the particular needs of students.
- Liaising with the Librarian about suitable material to be purchased for the library, and ways of encouraging use by students.
- Keeping informed of changes in syllabuses, teaching materials and methods, and other issues affecting the teaching of the subject, and bringing these to the attention of other colleagues as is appropriate.
- Contributing as necessary to the working groups which promote academic development within the school.

Some departments will have particular needs, entailing additional duties, which will usually be discussed at the time of appointment to the post.





KEY TASKS & RESPONSIBILITIES

The duties of a classroom teacher at The Oratory School include the following:

1. To manage student learning through effective teaching in accordance with the Department's schemes of work and policies.
2. To ensure continuity, progression and cohesiveness in all teaching.
3. To use a variety of methods and approaches to match curricular objectives and the range of student needs and ensure equal opportunity for all students.
4. To set homework regularly, (in accordance with the departmental homework policy), to consolidate and extend learning and to encourage students to take responsibility for their own learning.
5. To work with SEN staff and support staff in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
6. To work effectively as a member of the Department team to improve the quality of teaching and learning.
7. To set high expectations for all students, to deepen their knowledge and understanding and to maximise their achievement.
8. To use positive management of behaviour in an environment of mutual respect, which allows students to feel safe and secure, and promotes their self-esteem.





PROFESSIONAL STANDARDS & DEVELOPMENT

1. To be a role-model to students through personal presentation and professional conduct.
2. To arrive in class before the start of the lesson, and to begin and end the lesson on time.
3. To cooperate with the employer on all matters concerning Health and Safety and specifically to take reasonable care of their own Health and Safety and that of any other person who may be affected by their acts or omissions at work.
4. To be familiar with the school and department handbooks and support all the school's policies.
5. To establish effective working relationships with professional colleagues and associate staff.
6. To strive for personal and professional development through active involvement in the school's induction programme, staff development, and performance management procedures.
7. To seek continually an improvement in professional practice, to include attendance at departmental meetings, and participating in appropriate INSET, whether organised in school or externally.
8. To liaise effectively with parents/guardians.
9. To undertake any reasonable task as directed by the Line Manager.
10. To train in basic first aid.
11. To consider the needs of all students within lessons (and to implement specialist advice) especially those who: Have SEN; are gifted and talented; are not yet fluent in English.
12. To uphold the ethos of the school, including its emphasis on pastoral care for individual students.





SALARY

Dependent on qualifications and experience. The school has its own attractive salary scale.

BENEFITS

- Sports Centre membership with free access to the gym; squash courts, lane swimming and golf course.
- A meal while on duty during term time.
- Contributory pension scheme.
- Free parking.

SAFEGUARDING

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The following duties will be deemed to be included in the duties which you may be required to perform:

- child protection, discipline, health and safety.
- promoting and safeguarding the welfare of children and young persons for whom you are responsible.





THE PERSON

Essential Characteristics:

- A strong academic background and a good honours degree in a related subject.
- The ability to teach English to GCSE and A Level.
- Up-to-date knowledge of subject developments for students aged 11-18.
- The ability to reflect on own teaching practice, adapting teaching strategies and techniques based on departmental/senior leadership team feedback.
- Well organised, able to approach work methodically, prioritise and meet deadlines.
- Effective communication skills. Good collaborative skills, able to quickly establish effective internal and external working relationships with key people across the school including colleagues, students and parents.
- Excellent organisational and time management skills; competency in the use of ICT for administration and teaching purposes.
- The ability to motivate students to achieve their best.
- An understanding of the expectations, ethos and aims of a full boarding school.
- A passion for teaching English
- An empathetic, enthusiastic and well-presented person, capable of inspiring confidence in students, parents and staff.
- Committed to the safeguarding and wellbeing of children and young people.
- Commitment to participation in the co-curricular programme of the school.
- Able to respond flexibly to the demands of working in a school environment.

Desirable Characteristics:

- Qualified teacher status.





HOW TO APPLY

Applicants should complete the school's application form and send together with a covering letter in PDF format to recruitment@oratory.co.uk

The closing date for applications is **24 March 2025** with Interviews taking place soon thereafter. Early applications are encouraged.

The interview process will include:

- Interviews with the Head, Deputy Head Academic and Head of Department.
- Lesson observation.
- Tour of the school.

We reserve the right to close this advertisement early if we receive a high volume of suitable applications or if we find a suitable candidate from early applications.

Please send postal applications together with a covering letter to:

Human Resources Department
The Oratory School
Woodcote
Oxfordshire RG8 0PJ

For any queries, please email recruitment@oratory.co.uk.

The Oratory Schools Association Registered Charity No. 309112 is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo checks with past employers and the Disclosure and Barring Service. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exception Order 1975,2013,2020.





THE ORATORY

1859

Woodcote South Oxfordshire RG8 0PJ

+44 (0)1491 683500 • recruitment@oratory.co.uk • oratory.co.uk