



THE ORATORY



**BRIEF FOR THE POST OF
ENGLISH TEACHER
SEPTEMBER 2026 START**

HMC CO-EDUCATIONAL 11-18 CATHOLIC BOARDING & DAY SCHOOL

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 DEPARTMENT

The English Department is staffed by a committed team of specialist teachers and is housed across four dedicated classrooms, and a departmental 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 team all have a genuine enthusiasm for literature and language and are committed to fostering high academic standards across a broad ability range, stretching our most able pupils while providing thoughtful support to those who need it. We teach across the full age range, from Year 7 through to Year 13.

ACCOUNTABLE TO

Head of Department or nominated member of the Senior Leadership Team.

LINKS BEYOND THE DEPARTMENT

- Liaising with the Head of Curriculum Support about the academic needs of pupils.
- Liaising with the Librarian about suitable material to be purchased for the library, and ways of encouraging use by pupils.
- 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.



THE ROLE

We are looking to appoint a talented and ambitious English teacher to join our English Department. In this role, you will support a culture of intellectual curiosity, inspiring pupils to develop a genuine love of literature, language and critical thinking within a diverse learning environment.

The ability to teach Creative Digital Media BTEC would be an advantage. The School is introducing this qualification as part of its expanding creative curriculum offer. The successful candidate will ideally have the confidence and experience to deliver and assess this qualification in line with the Edexcel BTEC in Creative Digital Media Production specification, ensuring high standards of coursework moderation, internal verification, and pupil outcomes. Experience of teaching coursework-based qualifications and quality assurance processes would be particularly beneficial.

The ability to develop a strong rapport with pupils that promotes high academic standards and intellectual curiosity is paramount, together with the enthusiasm to encourage pupils to pursue the subject further at Sixth Form and beyond. You will also be expected to contribute actively to and represent the department at key school events, including Parents' Evenings, Open Mornings, Year Assessment Days, Careers Evenings, and the Sixth Form Choices Evening, thereby supporting pupil recruitment and progression.

In this role, you will have the opportunity to create a supportive and engaging learning environment for pupils of all abilities. You will also be expected to participate in school-wide initiatives and help promote the importance of English education to parents and the wider community.



THE ROLE continued..

Microsoft Teams is used to support teaching and learning, including the sharing of resources, revision materials and the setting of homework. The Department also enriches the curriculum through regular theatre visits, author events and other co-curricular opportunities that bring the subject to life.

In any school, and particularly in a boarding school, the emphasis is on total education, and we provide a wealth of opportunities for our pupils. The School is therefore keen to appoint teachers who would wish to play an active role in the co-curricular programme. An interest in supporting activities such as sport, the arts, academic enrichment or the Combined Cadet Force would be an advantage.

KEY RESPONSIBILITIES

1. Teaching and Learning

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

- To raise pupil attainment and ensure strong progress in your subject area.
- To plan and teach lessons, assess pupil progress and maintain accurate records.
- To set prep regularly, (in accordance with the School's prep policy), which consolidates and extends learning and to encourages pupils to take responsibility for their own learning.
- To make a significant contribution to curriculum planning, and the development of resources, schemes of work and policies, to ensure teaching drives learning and progress.
- To use a variety of teaching strategies tailored to pupil needs and programme demands.
- To work with SEND and support staff in order to benefit from their specialist knowledge.
- To continuously develop teaching practice through training in order to improve the quality of teaching and learning in the Department.
- To ensure high quality learning experiences that meet standards.
- To use positive management of behaviour in an environment of mutual respect, which allows pupils to feel safe and secure, and promotes their self-esteem.



Key Responsibilities Contin....

2. Professional Standards & Development

- To be a role-model to pupils through personal presentation and professional conduct.
- To arrive in class before the start of the lesson, and to begin and end the lesson on time.
- 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.
- To be familiar with the school and department handbooks and support all the school's policies.
- To establish effective working relationships with professional colleagues and associate staff.
- To strive for personal and professional development through active involvement in the school's induction programme, staff development, and performance management procedures.
- 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.
- To liaise effectively with parents/guardians.
- To undertake any reasonable task as directed by the Line Manager.
- To consider the needs of all pupils within lessons (and to implement specialist advice) especially those who have SEND; are more able; are not yet fluent in English.
- To uphold the ethos of the school, including its emphasis on pastoral care for individual pupils.



Key Responsibilities Contin....

3. Pupil Progress and Pastoral Contribution

Teachers also contribute to the pastoral life of the School by:

- Monitoring the progress and wellbeing of pupils within their subject.
- Working collaboratively with Form Tutors, Heads of School and the Curriculum Support team.
- Attending parents' meetings and supporting communication with families.
- Supporting behaviour expectations in line with School policy.
- Acting as a Form Tutor where required.

4. Wider Contribution to School Life

Teachers are expected to:

- Contribute actively to co-curricular and enrichment opportunities.
- Participate in whole-school events such as Open Days and Options Evenings.
- Support subject-related trips and educational visits.
- Undertake supervisory duties in accordance with duty rotas.
- Attend meetings as required.

General

This job description outlines the main responsibilities of the role. It is not exhaustive. The postholder may be required to undertake other reasonable duties commensurate with the seniority of the role and the needs of the School.



PERSONAL SPECIFICATION

Qualifications and Academic Profile	• A strong academic background, with a good honours degree in English or a closely related subject. • The ability to teach English to GCSE and A Level. • Secure and up-to-date subject knowledge across the 11–18 age range, with an understanding of current curriculum and examination developments. • Intellectual curiosity and academic credibility appropriate to a high-performing independent school environment.
Teaching and Learning	• A clear passion for the teaching of English and for inspiring a love of literature and language. • The ability to motivate pupils of all abilities to achieve their best. • The capacity to reflect critically on practice and respond constructively to feedback from departmental and senior leaders. • A willingness to engage with pedagogical development and apply new strategies to improve pupil outcomes. • High expectations of pupil engagement, behaviour and academic standards.
Professional Skills and Attributes	• Strong organisational and time-management skills, with the ability to 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. • Competency in the use of ICT for teaching, administration and digital learning. • Sound professional judgement and attention to detail. • Reliability and personal accountability.
Personal Qualities	• Adaptability, resilience, energy and perseverance. • Self-confidence combined with professional humility. • Emotional intelligence and sensitivity in dealing with pupils, colleagues and families. • An ease with, and genuine interest in, young people. • Enthusiasm and presence that inspires confidence in pupils and parents. • A professional manner and presentation appropriate to a boarding school setting.
Desirable	• Qualified teacher status. • Experience of undertaking Form Tutor role.

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 AND COMPLIANCE

The School is committed to safeguarding and promoting the welfare of children and young people. The following duties will be deemed to be included in the duties which you may be required to perform:

- Uphold and implement the School's safeguarding policies and procedures.
- Promote a culture of vigilance and pupil welfare.
- Report any safeguarding concerns promptly in line with School procedures.



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 **8 May 2026** with Interviews taking place soon thereafter.

Early applications are encouraged. 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.

The interview process will include:

- Interview with the Headmaster and HR.
- Tour of the school.
- Delivery of a GCSE or A Level lesson observed by the Director of Studies.

Please send postal applications together with a covering letter to:

Director of People, 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, and applicants must be willing to undergo checks with past employers, online 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, 213, 2020.





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