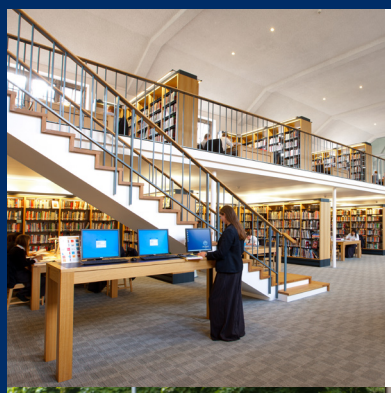


OUNDLE
School















HOUSEMASTER / HOUSEMISTRESS (HSM) OF LAXTON HOUSE

INFORMATION PACK

WELCOME

The community of Oundle, in which staff, pupils and the town have coexisted for over 450 years, is quite unique.

Walk around and you will sense both tradition and innovation at every turn, from our remarkable buildings and facilities to the daily interactions that take place within our classrooms. Our teachers live and work in a community from which they draw inspiration constantly. This is a privilege in and of itself. The fact that our teachers do this in the company of our extraordinary pupils, with their endless enthusiasm and thirst for learning both inside and outside the classroom, is what makes Oundle truly special.

Academic rigour lies at the heart of our curriculum. So too does the passion that our teachers have for their subjects. But we do not stand still. Our ability and willingness to change has long been the defining measure of our success, and it is through embracing new facilities, techniques and technologies that we seek constantly to develop our academic curriculum. Our teachers nurture the natural curiosity and ability of Oundelians. We afford them the necessary time, resources and expertise to ensure that each and every pupil is immersed in creative and productive work across the breadth of the curriculum. We acknowledge, pursue and reward academic excellence at every opportunity, be that in the classroom, in our academic societies or in intellectual endeavours beyond the confines of our School.

It is this approach which instils a love of scholarship – a life of learning – in all our pupils and staff, helping to forge an intellectually curious community that collectively seeks to understand better, and ultimately to serve, the complex world we inhabit.

Please do read on and begin to experience Oundle for yourself.
A warm welcome awaits.



My first visit to Oundle was over twenty years ago and I was struck then, as now, by a school alive with possibility. Pupils were curious, engaging and confident without showiness, staff were deeply committed and there was a sense that if you wanted to do something, you could. When I returned more recently, I felt that same energy and spark in the air. The most striking thing wasn't a building or a facility – excellent and often beautiful as they are – but the pupils. I found them to be thoughtful, ambitious and warm yet also willing to challenge in the best possible way. It felt authentic. It told me this is a place where ideas matter, where pupils think for themselves and enjoy doing so. That combination of intellectual energy and genuine community is rare and it made me want to be part of Oundle's future.

Dominic Oliver, Head

Hear more from Dominic here:

"TEACHERS HAVE SO MUCH TIME FOR YOU AND TAKE AN ACTIVE INTEREST IN MAKING SURE THAT YOU'RE STRETCHING YOURSELF. YOU ARE GIVEN SO MANY OPPORTUNITIES AT OUNDLE AND IF YOU MAKE THE MOST OF THEM, YOU WILL JUST FLY."

Current Oundelian

TEACHING AT OUNDLE

Rooted in a desire to do the right thing by our pupils, our teachers are naturally ambitious and strive for the best in all that they do. And while our pupils yearn to learn, so too do our teachers.

Through immersion in the three coherent strands that define life at Oundle, that of the academic, the pastoral and the co-curricular, our teachers encounter countless learning opportunities on an almost daily basis. Fully supported by our extensive continued professional development programme (CPD), they are able to refine and develop their craft. This unwavering pursuit of excellence in the joyful company of our pupils makes for an unrivalled working environment.

OPPORTUNITIES BEYOND THE CLASSROOM

Pastoral

School life at Oundle is centred around our House system, where loyalties and friendships run deep. All teachers are assigned to a House as a Tutor, assuming responsibility for the academic progress and pastoral welfare of a small group of tutees. Our vertical tutor system ensures all teachers are attuned to the varying needs and demands of all year groups in the School, with endless opportunities for pastoral development.

Co-curricular

The co-curricular offering at Oundle is something to behold. This provision only exists due to the passion and experience of our teachers who throw themselves in to all manner of activities on a daily basis. Just as we ask our pupils to push themselves out of their comfort zones, we ask the same of our staff also. We do so not only to provide enriching experiences for all, but because this is where real learning happens and where lifelong memories are made.

CPD

With senior members of staff dedicated to both Professional Development and Teaching and Learning, our teachers are encouraged to constantly develop their skills in a supportive manner. Initiatives such as Observe in October, TeachMeets, Bitesize PD and Teaching and Learning Book Clubs stimulate professional development and teachers can't help but be actively involved.

Educational Partnerships

Oundle offers extensive opportunities for young people to benefit from academic enrichment events and programmes, working closely with maintained sector schools nearby through the OPEN Learning Partnership and others on a more national scale. Teachers are encouraged to contribute to our educational partnerships programme in a variety of ways, both with our own pupils and those outside our doors.

IS OUNDLE RIGHT FOR ME?



Upon arriving in Oundle, I guarantee you will be struck by the warmth of our community. It is one that continues to attract the very best teachers and the broad range of talents and interests that exist within our staff body is truly humbling. Their love of sport, music, drama, outdoor pursuits and all manner of other activities is matched only by their passion for their subjects and the value they place on academic rigour. Through giving to this community and through facilitating such enriching experiences for our pupils, you will find that your life as a teacher is equally enriched.

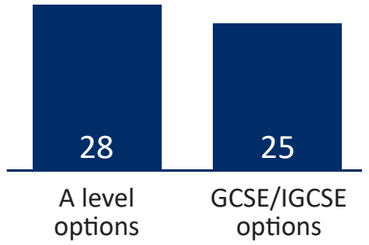
Adam Baragwanath, Deputy Head Academic

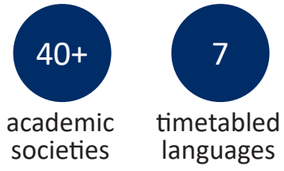




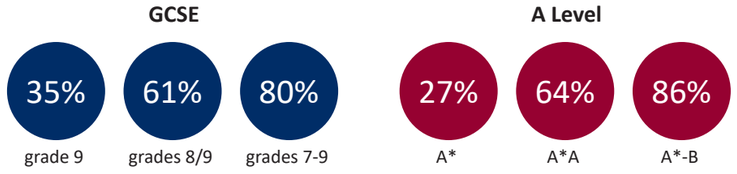
A LOVE OF SCHOLARSHIP

A love of scholarship is an aspiration for every one of our pupils. Success in public examinations forms the basis of our examined curriculum but is only part of our academic approach. A rich and stimulating programme of non-examined courses and electives across all year groups form an integral part of the curriculum.





OUR EXAMINATION RESULTS



"TEACHING AT OUNDLE IS A DEMANDING JOB BUT IT IS IMMENSELY AND INTENSELY SATISFYING. AS A TEACHER, YOU CAN EXPECT TO GROW, YOU CAN EXPECT CONSIDERABLE PROFESSIONAL DEVELOPMENT AND YOU CAN EXPECT TO BE TAKEN SERIOUSLY AND TREATED LIKE A VALUED HUMAN BEING. THERE IS A HUGE AMOUNT OF GIVE AND TAKE HERE AT OUNDLE AND THE MOST MONUMENTAL MOUNTAIN OF GOODWILL."

BEYOND OUNDLE

On average **10%** of our leavers take up places at Oxbridge each year and **75%** go on to Russell Group Universities. Many look to prestigious universities abroad for higher education with a more global approach.

Hear more from our teachers about their lives at Oundle:



WORKING AT OUNDLE

There are 800 people who work at Oundle, of whom 150 are teachers. Keeping that body of people together and feeling part of the same enterprise is absolutely vital.

A WONDERFUL PLACE TO LIVE

If you are considering relocating, you will find Oundle to be a beautiful and thriving historic market town in the heart of Northamptonshire, with Peterborough just 15 minutes away and offering a direct 45 minute rail service to London Kings' Cross. Cambridge is under an hour's drive and Norfolk's tranquil beaches easily under two while all major UK airports are within easy reach.

Renowned for its Georgian streets and impressive limestone buildings, Oundle has a spirited cultural and sporting life, with a wide range of sports clubs, independent shops, coffee houses, pubs and eateries. Encircled by the river Nene, the town is blessed with beautiful countryside and many picturesque villages nearby.

SALARY AND BENEFITS

Life at Oundle is immensely rewarding and staff are at the heart of our whole School community. We greatly value the contribution that each and every teacher makes and we are committed to ensuring the best possible working environment, including a generous employee benefits package support and an emphasis on staff wellbeing.

In addition to a generous pay scale, benefits include:

- Enrolment in our competitive and flexible defined contribution pension scheme.
- Generous fee discounts for both Oundle and Laxton Junior School
- Possibility of discounted School accommodation
- An extensive and supportive induction programme
- A firm commitment to your professional development

- Heavily subsidised membership of the Oundle School Sports Centre for you and your immediate family
- Participation in both Electric Vehicle and Cycle to Work salary sacrifice schemes
- Access to a Bupa Wellbeing Health Expenses Plan
- A Life Assurance scheme
- An employee assistance programme offering a wide range of specialist support and advice

- A personal Microsoft Surface Pro for use during your tenure
- Free meals during term time and free parking
- Access to the Cripps Library, including the Rare Books collection
- Free and discounted Stahl Theatre and Music concert tickets
- Heavily subsidised Common Room Bar and socials.

LAXTON JUNIOR SCHOOL

Founded in 1973, Laxton Junior School (LJS) is an integral part of Oundle School, educating children between the ages of 4 – 11. With around 260 pupils, it is a school small enough for everyone to know and look out for each other, but big enough to have great reach across all aspects of the curriculum and beyond.

The vast majority of pupils progress to Oundle and there are strong links between the two schools, including across sport, curriculum subjects and after school clubs. LJS is located with several acres of beautiful green land in the town, benefiting from its own sport pitches while making the most of Oundle's outstanding facilities, including the Sports Centre and SciTec.

www.laxtonjunior.co.uk

Laxton Junior School OUNDLE





Oundle School SPORTS CENTRE

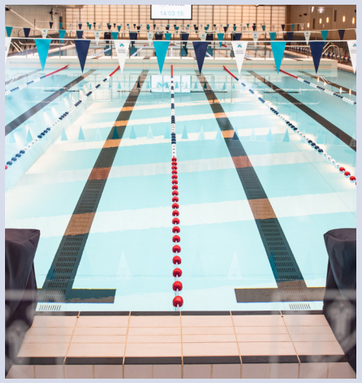
OUNDLE SPORTS CENTRE

Our state-of-the-art Sports Centre, which opened in 2020, offers a wide range of classes, fitness facilities and activities on a commercial basis, as well as numerous courses, children's holiday clubs and organised parties. Public access in term time is programmed around the sporting requirements of both Oundle and Laxton Junior School, with both Schools allocated exclusive access to the Sports Centre at key times.

Facilities include a 50m swimming pool, an 8 court hall, a 70 station fitness suite, a dedicated dance studio, three further multipurpose studios and a café. It is the gateway to all School sports and is located next to the original sports centre which, amongst other things, has indoor cricket nets and an indoor climbing wall.

www.oundlesportscentre.co.uk







THE DAY HOUSE SYSTEM AT OUNDLE

The day pupil community has existed at the heart of Oundle School since its inception in the sixteenth century. In 2018, the younger day pupils were given their own dedicated accommodation adjacent to the younger boarding pupils – Scott House – with Laxton remaining the senior day House. In 2022, as part of a review of boarding and day accommodation from 4-18, the decision was made to divide Laxton into two equal senior day Houses within the same building, with vertical pastoral structures as in Oundle's boarding Houses. Sadler House is now firmly established as the equal partner of Laxton.

Whilst the work of Hsm of a day House is in some practical ways different from that of the Hsm of a boarding House, the challenges and opportunities of the role are the same: to oversee and guide the development of every aspect of the pupils in their care. The senior day Houses are mixed, Laxton currently has 110 pupils, with a roughly equal split between boys and girls. The generic Job Description for Hsms therefore applies, with obvious exceptions given the non-residential nature of the role. Our boarding school ethos of full and active involvement in academic and co-curricular extends to all our day pupils, and there is equal opportunity for involvement in all that the School offers.

The overarching responsibility of this role is to the development and progress of half the day pupils from the Third Form to Upper Sixth. This includes:

- developing a vision for the House and working closely with other Day – and Boarding – Hsms to achieve this
- promoting the interests of the day pupils and the day-parent perspective in the School as a whole
- liaising with the Hsm of Scott House on the transition of the younger day pupils to Laxton
- line managing the Laxton pastoral team, including Deputy Hsm and Matron (non-medical matters), to provide the highest standard of pastoral care for the pupils
- liaising with the wider pastoral team and with parents as necessary to ensure that pupil wellbeing is promoted and safeguarded
- liaising with the Deputy Heads Academic and Co-Curricular and members of their teams as necessary to support pupils' educational progression throughout the senior school
- liaising with the Deputy Head Admissions on the recruitment of other day pupils and any transition of day pupils to boarding and, exceptionally vice versa
- oversight of House administration via the Senior Day House Administrator.

The postholder is line managed by the Assistant Head Pastoral, who reports to the Deputy Head Pastoral & Safeguarding and sits on the Pastoral Care Committee.

The position brings with it responsibility for a small budget. Accommodation may be available for this role.

The postholder will continue to carry out the general professional duties of a schoolteacher under the reasonable direction of the Head, including teaching and contribution to the co-curriculum, and to perform such particular duties that from time to time may reasonably be assigned by the Head. The post holder will receive a responsibility allowance and a timetable remission.



There are 17 Houses across the school, including two Junior Houses (years 7-8), two Senior co-educational Day Houses, 8 Senior Boys' Boarding Houses and 5 Senior Girls' Boarding Houses

"THE HOUSE SYSTEM IS AT THE HEART OF OUR PASTORAL CARE. WE TAKE THE WELFARE OF OUR PUPILS VERY SERIOUSLY, WITH EVERY YOUNG PERSON GIVEN THE UNIQUE CARE AND SUPPORT HE OR SHE NEEDS TO FLOURISH AND BE HAPPY."

Robin Banerjee, Deputy Head Pastoral & Safeguarding



To find out more about the School, visit our interactive map:

THE ROLE: HOUSEMASTER / HOUSEMISTRESS

TO START IN JANUARY OR APRIL 2027

Are you a dynamic and committed pastoral leader looking to take a leading role in the development of pupils, helping them realise their individual potential to the fullest extent?

ABOUT THE ROLE

We are seeking an exceptional Hsm to develop and inspire our pupils and play a significant role in our vibrant School community. In return for your dedication and expertise, you can expect to be highly valued and offered further development and support throughout your career. Oundle is a full boarding school with extensive opportunities beyond the curriculum. Involvement in the academic and co-curricular strands of school life will be expected alongside your significant pastoral responsibilities.

KEY DUTIES AND RESPONSIBILITIES

You will:

- Ensure a high standard of pastoral welfare in the House, and a high standard of discipline amongst the pupils, rewarding good behaviour as well as managing lapses.
- Line manage the House staff including the Deputy Hsm, Tutor team and matron, overseeing the professional conduct and development of each member of the team.
- Hold regular Tutor meetings to update staff on both the academic and social development of the pupils, and provide general updates regarding key issues.
- Ensure high quality and regular communication with parents, commencing before pupils join the School.
- Keep the Head and Deputy Head Pastoral and Safeguarding abreast of all major issues concerning the welfare and discipline of the pupils in the House, and assist with meetings with parents and/or pupils as required.
- Work closely with the Assistant Head Pastoral, Assistant Head Safeguarding and wider Safeguarding Team, where appropriate, ensuring that information is recorded appropriately on CPOMs.
- Establish key relationships with the Pastoral team based at the Health Centre, the Director of Health and Emotional Wellbeing, Lead Counsellor and Lead Nurse to ensure the welfare needs of every child are met.
- Ensure all administrative procedures are adhered to in line with School policy.
- Be the face of the House, through being an active presence at the starts and ends of breaks from School, hosting Parents' Receptions and other House functions.
- Communicate with House, Finance, IT, Catering, HR and Estates staff to ensure the House environment is well presented, safe and welcoming and complies with the regulatory and statutory obligations (for example, ISI, NMS and DfE requirements).
- Promote and participate in social and recreational activities within and beyond the House
- Take the lead in House attendance at Chapel, which sits at the heart of the School community for people of all faiths and none.



TEACHING AND CO-CURRICULAR RESPONSIBILITIES

You will:

- Use ICT as an effective tool to aid teaching and other classroom resources as appropriate
- Assess, record and report on the development, progress and attainment of pupils in order to ensure pupils fulfil their potential
- Reinforce the need for high expectations which inspire, motivate and challenge pupils
- Attend Parents' Receptions
- Attend staff meetings, briefings, INSET and courses, as required, sharing information with colleagues as appropriate to encourage development of all
- Plan and deliver dynamic lessons, tailored to age and range of ability
- Assist with departmental clubs and societies, Academic Surgeries, PSHE & study skills sessions, revision sessions and other initiatives
- Provide written reports and internal comments relating to individual pupils, communicating with Heads of Department, Hsm and Tutors as necessary.
- Contribute to the cocurricular life of the School as appropriate. A typical expectation is involvement on a Wednesday afternoon with Community Action or CCF, alongside two terms of sports coaching, involvement in the Electives programme, plus opportunities to accompany School trips both in and out of term time.

PERSON SPECIFICATION

You will be:

- Genuinely interested in teaching and the development of young people
- Able to command respect from pupils and staff alike
- Able to exercise excellent judgement and decision making skills, including under pressure
- Flexible in your approach, with the ability to display both stamina and a sense of humour
- An effective communicator, both orally and in writing
- Organised, punctual, and efficient in organising your workload and managing your time effectively
- Able to build trust and positive professional relationships with pupils, staff and parents alike
- Able to use a range of leadership styles as required

You will have:

- A strong awareness of Safeguarding/ Child Protection regulations and practices
- Experience of pastoral leadership and professional experience of boarding
- Evidence of continued professional development
- At least a basic understanding of the regulatory requirements for the boarding side of the School
- At least a basic understanding of employment legislation and health and safety legislation
- A qualification to graduate level with a good degree in a relevant subject, ideally even a post-graduate qualification
- An appreciation of the importance of diversity and respect for British values.

These key tasks and competencies are not intended to be exhaustive, but highlight a number of major tasks and skillsets that the post holder may be reasonably expected to undertake and demonstrate. A full job description is available on request.

YOUR APPLICATION

Applications are invited from members of the current and external teaching staff and externally. It is expected that the successful applicant will have experience of pastoral leadership and will have shown commitment to the ethos of the School, as well as the ability to lead a team successfully.

If you are an outstanding individual, passionate about your respective field and excited by our philosophy as a School, we would love to hear from you. Early applications for this role are encouraged. The School reserves the right to close this advertisement early if we receive a large number of suitable applications.

- To discuss any of the specifics of the role or the application process, please contact Ashley Tame, PA to the Deputy Head Academic at adtame@oundleschool.org.uk or on 01832 277112.

KEY DATES

Closing date: **Thursday 3 December 2026, 5pm**
Interview date: Tuesday 8 December 2026

HOW TO APPLY

Please complete this application form and this supplement form, before submitting using the contact details below..

Please note that only fully completed application forms with supplements will be considered. CVs and covering letters are not included in the short-listing process.

SHORT-LISTING

We assess all applications based on the information provided on the application form and will short-list candidate who best fulfil the criteria for the role and the person specification. Subject to the number of applications, short-listing may take place before the deadline for applications has passed. If you have not heard from us within two weeks of the closing date, you can assume that your application is not being progressed on this occasion.

INTERVIEWS

Short-listed candidates will be interviewed by the Head, the Deputy Head, the Deputy Head Paastoral and other members of the School management team. You will also be given the opportunity of a School, tour as well as the chance to meet members of the department informally over lunch.

SAMPLE LESSON

Candidates invited to interview in person will be expected to prepare and deliver a sample lesson of 50 minutes as part of the interview process. which will be observed by a Head of Department or senior member of staff. Details of the material to be covered will be sent in advance. In our experience, you should aim to have enough material to fill the time available but avoid trying to cover too much. Pupils will expect, and should be asked, to be involved in a range of different tasks that challenge them.

Completed application forms should be returned to:

Post: Human Resources, The Bursary, Church Street, Oundle PE8 4EE.
Email: opportunities@oundleschool.org.uk
Tel: 01832 277193

SAFEGUARDING AND CHILD PROTECTION

We are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to appropriate safeguarding checks including an enhanced disclosure check by the Disclosure and Barring Service. All staff are required to provide evidence of identity, entitlement to work in the United Kingdom, and of qualifications declared on the application form.

FIND OUT MORE

Ahead of filling out an application, we highly recommend getting a feel for what we stand for as a School. Do feel free to explore our website at your leisure, but to help direct you, this further suggested content will hopefully give you a greater insight into Oundle and the wonderful community of people who live and work here.

Meet the Head

Hear from Dominic Oliver about what brought him to Oundle and what makes him proud to be Head.





Our Philosophy

This is who we are as a School, what we do, what we value and where we are going. The full brochure is sent to all prospective parents.





Our publications

We have a number of publications, including *The Review*, which reports against our strategic objectives and *Oundle Opportunities* which illustrates the breadth of our co-curricular offering. Our GCSE and A level options booklets can be viewed here too.



We are committed to minimising our impact on, and improving the quality of, the environment both now and in the future. Since 2021 we have worked in partnership with iiE, Investors in the Environment, to structure our efforts and track our progress towards something which is recognisably better than where we started. In the summer of 2025 we achieved the Green Award, which is the highest level of accreditation.

Website
www.oundleschool.org.uk

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www.oundleschool.org.uk