



RADLEY

Radley College

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www.radley.org.uk/employment/working-at-radley

Culture and Background

Radley College is an independent boarding school of 765 boys situated five miles south of Oxford. Founded in 1847, the vision was to offer a different education from that offered by most public schools. A strong emphasis was to be put on the aesthetic and the beauty of the estate and the buildings contribute significantly to the atmosphere. Selective, but not ruthlessly so, the College is proud of its academic achievements both in and beyond the classroom. We care about results in all areas of College life – we believe very much in the pursuit of excellence and have high expectations of ourselves and the boys – but care even more about the development of the character of each Radleian: culturally, emotionally and spiritually.

Why Radley?

What makes Radley different from other schools? We are one of only three all-boy, full boarding schools in the UK. The school is on a single campus, with the majority of teachers housed either on the campus or across the road in Radley village. The school is set in beautiful grounds, surrounded by woods and playing fields and the village of Radley has its own church, shop, primary school and pub! It also has its own train station with links to both Oxford and London. We are rural but within easy reach of Oxford (10 minutes) and London (50 minutes).



Lessons are taught in the mornings of Monday to Saturday and in the afternoons of Monday, Wednesday and Friday. Dons coach sport on Tuesday, Thursday and Friday afternoons with fixtures against other schools most weekends.

The academic curriculum for the first year (Year 9) which we call the Shell year, is a foundation course in which boys study a range of subjects, including a choice of two languages. In the Removes and Fifts (Years 10 and 11), boys study 22 subjects to (I)GCSE. In their 6th form years, we recommend three A levels as the standard model (four if one is Further Maths). In addition to taking his A levels, every boy will be expected to complete two courses within our Curriculum Extension Programme. Our aim is to equip boys to be more independent in their thinking and practice, take greater ownership over their academic work, be able to make a successful transition to university level study and engage fruitfully in extension work of their own choosing.



Radley College is a school with a strong Christian ethos. Chapel is figuratively and literally at the heart of Radley and our five weekly services provide the time and space for boys of all faiths and none to reflect and reset. We are fortunate to have a place where the whole College community can meet as one.

We have 11 boarding houses (Socials A-L – no ‘I’) each of which is run by a Tutor (Housemaster), assisted by the Pastoral Housemistress (Matron) and Residential Sub-Tutor. Every don (teacher) is involved in a Social, running Cocoa (usually one every two weeks), attending Social Prayers and being part of the boys’ life in their home away from home. All dining is centralised and staff and boys eat together in the school’s Dining Hall.

On weekday lunchtimes, staff families are welcome to join us, an opportunity for dons to see their families during a busy working day. ‘Cocoa’ is downtime within Social from 9.00pm until lights out and is an important part of the school day, an opportunity to catch up with the boys when they are at their most relaxed.

As part of their role, dons are Form Masters who act as a key point of contact and influence. Good form mastering is essential and is seen as a fundamental component of the role of a don. If an incident occurs, then the Tutor may call upon the Form Master for support, whether that be for a pastoral concern or a disciplinary issue where the Form Master may be asked to act as an advocate for the boy.

Dons also contribute to the rich community life in all sorts of ways. Whether this is through helping to coach boys a sport that they enjoy to play themselves, or taking part in staff golf, football or cricket events, joining in with Choral singing, or running a society with colleagues and pupils. Dons are welcome to attend breakfast and dinner with pupils in Hall or colleagues in Common Room, as well, of course, as daily lunch.



Radley has a choir that is 100+ strong, a brimming Orchestra and (at least) twice weekly lunchtime concerts in informal settings such as Clocktower Court, where coffee can be enjoyed with colleagues and boys as a quick lull in the day.

Radley has 24 rugby XVs, 17 Hockey XIs, 14 Football XIs, 20 Cricket XIs, 14 Rowing VIIIs, and 16 Tennis teams, as well as Real Tennis, Golf (on-site beautiful 9-hole course), Swimming, Badminton, Basketball, Fives, our Countryside Centre, etc. There is something for everyone.

The 400+ seater theatre hosts several plays a year, including the Drama and Music Department's collaboration biennial for the College Musical. Dons at Radley have the opportunity to attend trips in the UK and around the world with Departments and Clubs. The reward colleagues and boys feel from our extensive and flourishing Partnership scheme is pronounced. The vast majority of colleagues live on site in order to be best placed to look after and enrich the lives of our pupils. We hope that it is a wonderful place to teach, to work and to live, for employees and families alike. It is, as historian, Christopher Hibbert wrote, 'No Ordinary Place'.

We aim to nurture intellectual entrepreneurs; boys who can use their strong academic understanding to solve real-world problems. Exam results matter and our excellent A-Level and GCSE results evidence this. But we know that life doesn't have a syllabus, so we work hard to equip boys with the characteristics and values that will help them thrive in the workplace.

We aim for breadth in a boy's academic programme, we try to ensure intellectual stimulus both inside and outside the curriculum, and we seek to achieve an easy command of, and familiarity with, IT. We also endeavour to train Sixth Formers in the ability to research and synthesise for themselves, to learn independently. Beyond that we hope to awaken in Radleians an appreciation of literature and the arts so that they can gain real pleasure from pursuing these interests in their adult lives. When a Radleian leaves the Sixth Form, it is expected that he will have those attributes necessary both to command a worthwhile place in Higher Education and – beyond that – to compete effectively in the market place for jobs in the 21st century.

Common Room

We have an increasingly diverse pupil intake and we are looking to increase diversity within our Common Room. We therefore encourage and welcome applicants from all backgrounds. Some of our staff joined Radley straight from university, others after taking a PGCE. Some have taught in independent schools, others have not – and some had not taught before. For some, teaching has become their second (or third) career. There may be opportunities for those who don't have teaching experience to gain a PGCE during their time at Radley.

The school has its own generous salary scale with additional benefits including free private medical insurance, a generous defined contribution pension scheme, life assurance and income protection. There is also a fee assistance programme available to dons, whereby dons may receive financial assistance for the education of their children at Radley College and local independent schools. Staff are also encouraged to become members of the school's Sports Centre at a fraction of the normal cost.

The school has a culture of continued professional development through Teaching and Learning clinics, and Learning Lunches where different aspects of the craft of teaching are explored. Dons are also encouraged to visit other schools to gain wider knowledge and understanding of teaching practices.

Safeguarding

As the school has a duty to supervise pupils around the clock during term-time, our teachers' responsibilities include caring for pupils at irregular times outside usual teaching times. As such, and so they can better perform their duties, full-time dons at Radley are required to live in accommodation provided by the school. The school maintains these properties free of rent, council tax and water rates.

Safeguarding is at the heart of all we do in the school. Radley College is committed to safeguarding and promoting the welfare of its pupils and expects all employees to share this commitment. Employees must, at all times, have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004 and Keeping Children Safe in Education and be fully aware of, and understand, the duties and responsibilities that apply to their role in relation to these requirements. All employees must attend appropriate training in accordance with College and local Safeguarding Board stipulations. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. A disclosure, at the enhanced level, will be requested from the successful applicant but a criminal record will not necessarily be a bar to obtaining this position. They will also be required to produce original evidence of qualifications as well as evidence of the right to work in the UK.