



Teaching at Headington in 2023

BENEFITS

- **Generous salary scale** with **opportunities for career progression** in academic, pastoral, and co-curricular positions of responsibility. A superb track record of promoting talented people internally.
- Membership of the **Teachers' Pension scheme**.
- **Free life insurance** for permanent staff.
- **Generous sick pay** following a qualifying period.
- **Enhanced maternity and paternity pay** following a qualifying period.
- Free access to the **Employee Assistance Programme**, a confidential 24/7 helpline that offers support on a range of issues.
- Discount on **holiday activity clubs** run on site.
- In accordance with the School's policy (which may be subject to change), up to 50 per cent **fee remission** for daughters attending Headington Senior and Prep Schools and up to 20 per cent fee remission for sons attending Magdalen College School (under a reciprocal agreement and subject to the terms of their policy). Fee remission is pro rata for part time staff who work at least 50 per cent of a normal week.
- **Free restricted parking** onsite for all staff.
- **Discount on bus pass** for work travel using Oxford Bus Company following a qualifying period
- Cycle to work scheme (from April 2023)
- **Secure bike storage**
- Excellent **transport links**

TEACHING

- **Small class sizes** with generous time allowed for planning and preparation.
- **Fabulous pupils** - engaged and engaging, confident without being arrogant, and a lot of fun, our pupils make teaching at Headington a real pleasure.
- **Teacher-led Professional Development Review** programme, underpinned by a comprehensive **annual CPD programme** and a commitment to supporting each teacher's professional development goals. Lesson observations are ungraded and developmental, with peer observations being encouraged.
- A genuine **emphasis on teaching and learning**. Led by our dedicated Assistant Head (T&L), teachers are empowered to collaborate and continuously improve their practice in a way that aligns with their individual strengths and the unique needs of their subject areas.
- **Support for ECTs and those working towards formal teaching qualifications**. We are committed to providing an exceptional learning environment that includes dedicated mentoring, timetabling remission and access to university-supported training.

WORK/LIFE BALANCE

- **Shorter terms than state schools** and a two-week half term in October.
- Teachers can take advantage of **flexi-time**, which means they are only required to be onsite for formal timetabled commitments such as lessons, pastoral sessions, meetings etc. Teachers are encouraged to use their non-contact time in a flexible way that suits them.
- **Pragmatic reporting regime** - teachers produce two short written reports per pupil, per year, and attend one online parents' evening per year group they teach, per year.
- **Minimal duties** - break, lunch, and bus duties are managed by senior staff so teachers can get on with their core responsibilities.
- An excellent **hot school lunch** on working days, including vegetarian and vegan options. **Hot drinks and fruit** are available in the staff room, and **afternoon sandwiches or cake** are provided in the Senior School staff room at 4.00 pm during term-time.
- Access to a broad programme of **staff wellbeing activities** including access to the **gym, swimming pool, step & tone** and **zumba** classes, a popular **book club** and **staff choir**. **Staff social events** take place regularly throughout the year.
- Access to the fabulous **school library** and many fantastic digital resources and online publications.