

IMPERIAL COLLEGE LONDON OUTREACH FELLOW

2025-2027

— 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.



Schools flourish because of the way in which you treat people. That is not just true of schools, it is true of society and of communities. We value our pupils as able children who love school. What I would say to anyone who is thinking about applying for a teaching role here matches this. If you enjoy the full breadth of school life, if you love your own academic discipline and if you really enjoy the company of teenagers, why wouldn't you work at Oundle? This is not a place where Oxford and Cambridge graduates only dare apply or those with a background in independent schools. This is a living, breathing school with a very diverse pupil and staff body. The teachers who genuinely flourish here are those who are drawn vocationally to teaching and who are aspirational for themselves as well as for their pupils.

Sarah Kerr-Dineen, Head

Hear more from Sarah 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

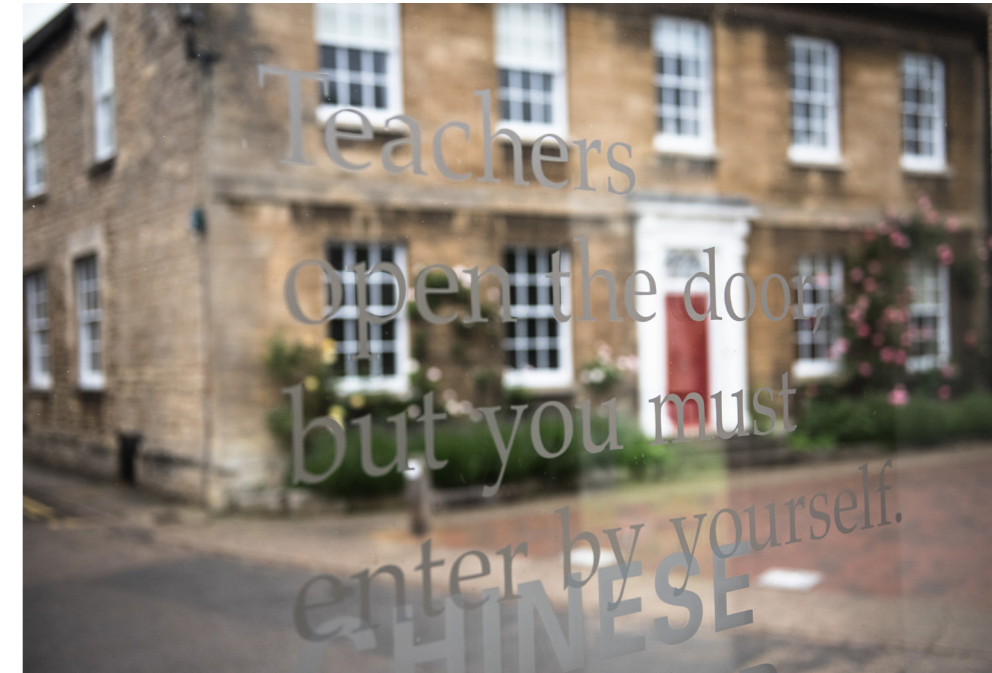
Oundle offers extensive opportunities for young people to benefit from academic enrichment events and programmes, working closely with maintained sector schools nearby through the OPEN Learning Partnership and others on a more national scale. Teachers are encouraged to contribute to our educational partnerships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

IS OUNDLE RIGHT FOR ME?



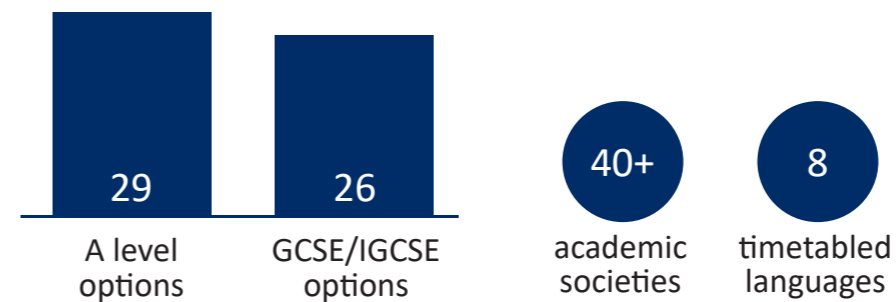
Upon arriving in Oundle, I guarantee you will be struck by the warmth of our community. It is one that continues to attract the very best teachers and the broad range of talents and interests that exist within our staff body is truly humbling. Their love of sport, music, drama, outdoor pursuits and all 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

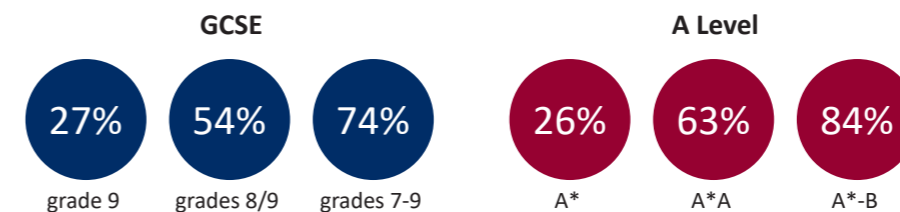


A LOVE OF SCHOLARSHIP

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



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.

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."

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:

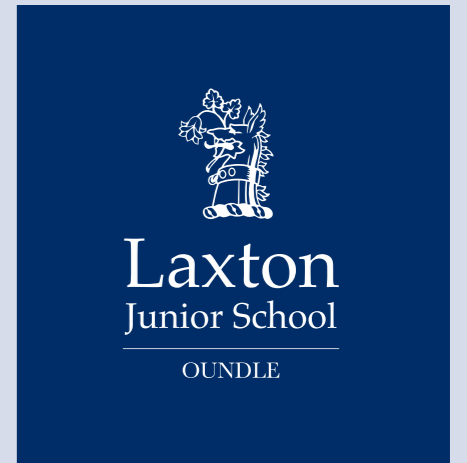
- Enrolment in our competitive and flexible defined contribution pension scheme.
- Generous fee discounts for both Oundle and Laxton Junior School
- Possibility of discounted School accommodation
- An extensive and supportive induction programme
- A firm commitment to your professional development
-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

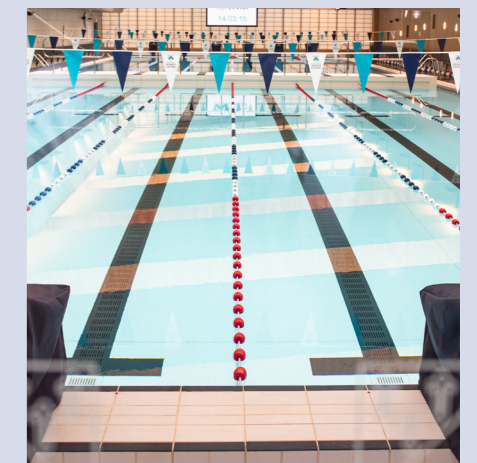


OUNDLE SPORTS CENTRE

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





IMPERIAL COLLEGE LONDON OUTREACH FELLOW

This is a new and exciting opportunity for a graduate to explore teaching and outreach in a world-class school and with a world-class university. You will have a relevant degree within Science or Engineering and a passion for outreach and raising aspirations in STEM. Oundle School is keen to receive applications from graduates of all STEM specialisms.

The Science Department also contributes heavily to the Oundle, Peterborough and East Northants (OPEN) Learning Partnership. This collaborative work with maintained sector schools has included the Greenpower project and our own version of STEM Potential. Strong links also exist with several universities, including Swansea and Imperial College London, with whom much of this collaborative work is undertaken. Oundle programmes feature on the College website [here](#) and our Deputy Head Partnerships and Outreach provides an outline of the overarching principles in [this video](#). The annual STEM Festival reaches over 3000 children each year and is featured in [this video](#) review. Several teaching staff are involved in all of these initiatives and it is hoped that you will contribute leadership to this valued part of the School's wider remit.

Science is one of the core curriculum subjects at Oundle, with Science studied by all pupils up to the Fifth Form (16-year-olds). Each of the Biology, Chemistry and Physics departments has a staff of eight or nine full-time teachers, supported by three technicians. The Science Department has excellent resources for practical work, research, and two computer suites. The Patrick Engineering Centre, opened in September 2016, boasts state-of-the-art facilities, comprising three design studios, five open-plan workshop bays, a large projects area, an advanced manufacturing suite and a materials preparation room. The PEC is a separate building located in the school's Sci-Tec campus.


Science is taught by subject specialists and is one of the most popular post-GCSE choices. The department has an excellent track record in preparing pupils for Engineering, Science and allied courses at the top universities in the country.

The Science department's excellent facilities including a wind tunnel, scanning electron microscope, a high-speed camera, datalogging equipment, plus dedicated Project Rooms for each individual Science housing advanced glassware and molecular biology equipment. Practical work is central to the way that Science is taught. Able pupils have participated successfully in the annual Olympiad and Challenge competitions, and over the years many have gone on to study at Cambridge and Oxford Universities, and Imperial College London.

Depending on the needs of the Science Department and the progress made by the Fellow during their initial period in the school, we would consider supporting the Fellow in the completion of a PGCE and making their position in the school a permanent one.

The opportunities available to the Fellow are not limited to the classroom and include possible involvement in Oundle School trips overseas. The regular trip to the AAAS Annual Meeting and CERN might be of particular interest, and at no cost to the Fellow.

OUR CURRICULUM BOOKLETS

GCSE Options 

Sixth Form 

To find out more about this department and others across the school, visit our [interactive map](#):



In 2024, **80 pupils** applied to read STEM subjects at university, including Architecture, Biology, Chemistry, Computer Science, Engineering, Geology, Maths, Medicine, NatSci, Physics, Psychology and Zoology.



WHILST WORKING AT OUNDLE SCHOOL, THE FELLOW WILL HAVE THE OPPORTUNITY TO LEARN THE SKILLS OF TEACHING IN A NURTURING AND GENEROUS ENVIRONMENT WITH SUPPORT OF THE HIGHEST CALIBRE. THE FELLOW WILL ALSO HAVE ACCESS TO SOME OF THE BEST EQUIPMENT IN ANY SCHOOL IN THE COUNTRY, ALLOWING THE FELLOW TO DEVELOP PRACTICAL WORK AND LESSONS."

Gordon Montgomery, Deputy Head Partnerships and Outreach



THE ROLE: IMPERIAL COLLEGE LONDON OUTREACH FELLOW

SEPTEMBER 2025 - AUGUST 2027

We are seeking to appoint a recent graduate (undergraduate or postgraduate) to become part of the Science Department, the pastoral and co-curricular life of the School, and to help fulfill the Partnership and Outreach aims of Oundle School.

ABOUT THE ROLE

You will become a member of the Science Department at Oundle, fulfilling our Partnership and Outreach aims. As such, you will teach about 20 periods per fortnight (approximately 50% of a full timetable) throughout the School, and will be required to carry out the general professional duties of a school teacher under the reasonable direction of the Head, performing such particular duties that from time to time may reasonably be assigned you by the Head.

We expect that the individual appointed may have very little, or no, experience of teaching in a classroom setting. We will, therefore, provide you with significant support for the duration of the Fellowship, including:

- Meetings with the Deputy Head Partnerships and Outreach, Head of STEM, and Director of Teaching and Professional Development in the summer term preceding the role
- The opportunity to observe the lessons of future colleagues
- Whole-School professional development opportunities
- A full new-staff induction programme, including an initial induction day and subsequent induction evening sessions
- Regular opportunities to observe experienced teachers across all departments within the School
- Individualised mentor support from an experienced Teacher of Science
- Outreach training and support
- Weekly Initial Teacher Training meetings to discuss teaching and areas for improvement
- Regular lesson observations by experienced teachers as well as specific feedback and guidance in how best to improve practice
- Support in future career planning.

DUTIES AND RESPONSIBILITIES

You will be required to perform the following professional duties that form part of the teacher's role within the School. The School operates as a full boarding School, Monday to Sunday. Whilst teachers are not expected to work seven days a week, there is an expectation that their involvement in the pastoral and extracurricular life of the School is full and varied. The Fellow will:

- Teach approximately a 50% timetable within one or more of the Science (Biology, Chemistry, Physics), Design Engineering and Technology, or Computer Science Department
- Be involved in the Outreach and Partnership work within the OPEN Learning Partnership schools, totalling approximately 12 hours per week whilst in term
- Help to support and prepare pupils in making applications to selective universities to read STEM related degrees both at Oundle School and members of the OPEN Learning Partnership
- Maintain a close working relationship and work in liaison with the Outreach team Promote the general progress and well-being of individual pupils and groups
- Communicate & consult effectively with parents of pupils and tutees, as and when necessary regarding pupils' achievement & wellbeing
- Tutor a group of pupils under the guidance of a Housemaster or Housemistress, providing them with guidance and advice on educational and social matters, monitoring their welfare and making relevant records and reports
- Undertake a weekly duty night in a boarding House, or the equivalent in a day house
- Support House events wherever possible.

YOU WILL BE:

- Genuinely interested in teaching and young people
- An enthusiastic advocate of your subject and your continuing professional development
- Passionate about motivating and inspiring others to achieve
- Able to build positive professional relationships at all levels
- Able to exercise excellent judgement and decision making skills
- Organised, punctual and efficient in organising workload and managing time effectively
- Keen to play a full part in the extra-curricular life of the School
- Competent in the use of ICT

YOU WILL HAVE:

- An undergraduate or postgraduate degree in Science, Engineering, Computer Science, or a related subject from the Imperial College London.
- Well-developed communication and presentation skills
- A strong awareness of Safeguarding/Child Protection regulations and practices
- An appreciation of the importance of diversity and respect for British values.
- A full current driving licence, or be learning to drive and expect to have a full licence by September 2024

ADDITIONAL DESIRABLE SKILLS & EXPERIENCE:

- Experience of working with young people (11 to 18 year olds) in some capacity
- Practical skills and a desire to complete your own research
- Experience of an Outreach environment
- Prior involvement with Outreach programmes
- Ability to make use of appropriate data to analyse the performance of pupils and set targets

These key tasks and competencies are not intended to be exhaustive, but highlight a number of major tasks and skill-sets that the post holder may be reasonably expected to undertake and demonstrate. A **full job description is available on request**. All teachers are expected to demonstrate consistently high standards of professional and personal conduct, maintaining high standards of ethics and behaviours.

OUNDLE SCHOOL AND LAXTON JUNIOR SCHOOL ARE PROUD TO BE EQUAL OPPORTUNITY EMPLOYERS AND WE WELCOME APPLICATIONS FROM ALL. WE ARE COMMITTED TO THE ELIMINATION OF UNCONSCIOUS BIAS, PROMOTING AN ETHOS OF INCLUSION, RESPECT FOR OTHERS AND CELEBRATING DIVERSITY IN ALL ITS FORMS THROUGHOUT THE SCHOOL COMMUNITY.

YOUR APPLICATION

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.

- To discuss the role informally with the Deputy Head Partnerships and Outreach, please contact Gordon Montgomery at rgm@oundleschool.org.uk.
- 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

Applications will be considered as they are received. You are advised to submit your application as early as possible.

Closing date: by Tuesday 14 January 2025, 9am

Interview date: To be arranged with shortlisted applicants

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.

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

INTERVIEWS

Short-listed candidates will be interviewed by the Head, the Deputy Head, the Deputy Head Academic, Deputy Head Partnerships and Outreach, 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.

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 [Sarah Kerr-Dineen](#) about what brought her to Oundle and what makes her 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 iE, 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 2022 we achieved the Bronze level of accreditation and we are now working towards Silver.



Website
www.oundleschool.org.uk



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