



MAGDALEN COLLEGE SCHOOL

INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

Information Pack

Chaplain

To start September 2024

Closing Date:

Midday, Monday 15th April 2024

Interview Date:

From Friday 19th April 2024





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Introduction from the Master, Helen Pike

Magdalen College School is a remarkable place. We are now well into our sixth century, and our former pupils include scholars, war heroes, musicians, Olympians, two Nobel Prize laureates, a Hollywood film director, and a saint. Our success in public examinations, in securing places at top universities, and in an astonishing array of extra-curricular



pursuits ensures that we continue this proud tradition. We do so by nurturing the individual potential of each of our pupils, and above all we believe that learning is as fun as it is fulfilling.

William of Waynflete founded Magdalen College School in 1480: schoolmaster, bishop of Winchester and Lord Chancellor of England. Being of humble origins, Waynflete was determined that others of ability should be given the opportunity to learn, to serve and to prosper as he did. And so MCS offers a transformative education in our global university city, the community to which we contribute.

We attract and retain the best staff and MCS is a stimulating, welcoming and thriving environment in which both to learn and to work.

A lot happens at MCS. The various sections of our website (www.mcsoxford.org) including the recent [News](#) will give you an impression of our school.

Thank you for your interest.

H. C. Pike



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The School

Magdalen College School, founded in 1480 by William of Waynflete, is one of the country's leading independent day schools. It is situated in an enviable location at the heart of Oxford beside the River Cherwell. Shaped by its Christian Collegiate foundation and links with the university city of which it is part, it aims to inspire in all its pupils a desire to learn, flourish and to serve.

The school will celebrate its 550th anniversary in 2030. The current generation of MCS staff and pupils wish to ensure that we shape a School that is able to flourish for at least another half millennium, and hopefully many more beyond. There are around 970 pupils, boys 7-18 and Sixth Form Girls, and 350 staff who learn and work on the school's central Oxford site.

The Role

The school is seeking to appoint a full-time Chaplain from 1st September 2024 to oversee, and where necessary, review and develop all matters concerning the spiritual provision of pupils throughout the school, irrespective of faith. This spiritual provision is central to the identity of the school, and the successful candidate will enjoy outstanding opportunities for the exercise and development of his/her religious and teaching ministries. The successful candidate will lead worship at the school, be available for spiritual/pastoral support to the school community and teach a roughly 75% timetable of Theology (Religious Studies), or another subject, to bright and enthusiastic pupils from Year 7 to A Level and Oxbridge preparation. The role would be suitable for a fully ordained Anglican priest who may be an experienced teacher or may be looking to move their career into schools as an Early Career Teacher (ECT) or without a teaching qualification, who might be interested in pursuing the School's Waynflete Teaching Certificate, which can lead to Qualified Teacher Status (QTS).



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The Department

This is a highly successful department, made up of three teachers and a Waynflete Academic, and a good number of pupils choose the subject for IGCSE and A Level. We encourage our pupils to develop an informed spiritual and ethical position in today's rapidly changing world and, rather than focusing on a narrow specialism, we cover a variety of world religions and theological, philosophical and ethical themes. Academic standards are high and results were as follows for 2023. In IGCSE: 65% grade 9, 95% grade 9-8, and 100% grade 9-7. At A Level 50% of grades were A* and 100% were A*-A. A number of our pupils every year go on to read Theology at leading universities, including Oxford and Cambridge. Lessons are exciting and challenging, with an extensive extra-curricular programme and a sense of intellectual rigour communicated by all teachers to our bright and inquisitive pupils.

All pupils from the Second Form to Lower Fourth (Years 7-9) study Theology for two lessons per week. The subject is then available as an option at IGCSE and A Level. The curriculum reflects both the diversity of contemporary society and the school's Christian foundation. In the Second Form, we look at Judaism and the impact of the Hebrew Scriptures on modern culture. In the Third Form, we look at the life and teaching of Jesus, followed by an in-depth study of Islam. The Lower Fourth course comprises of modules on Hinduism, an introduction to ethical theory and applied ethics, and a detailed look at key issues concerning the role of religion in 21st-century politics and society, including Israel and Palestine, religion and terror, and the rise of secularism in the west. Theology is a popular GCSE option: between a third and a half of the Upper 4th and 5th Forms (Years 10 and 11) continue with the subject, and these pupils follow the Edexcel IGCSE in Religious Studies, focusing on a variety of Christian and secular approaches to Philosophy of Religion and Ethics for Paper 1 (Beliefs and Values) and Buddhism for Paper 2 (The Religious Community). In the Sixth Form, we follow the OCR A Level in Religious Studies. In addition, we mentor several Lower Sixth form pupils every year who choose to do their extended essay on a theological topic as part of the Waynflete Studies programme, the MCS version of the extended project. We also run popular weekly extension



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classes and reading groups throughout the year for pupils planning to read Theology at university, and any others interested in attending.

The department organises a diverse programme of extra-curricular activities, which range from distinguished speakers to theatre and holiday trips. Every year group enjoys its own dedicated annual day trip to a place of religious interest in the Oxford area, and we have a reputation for educational, fun-packed foreign travel with recent visits to Russia, Israel, Rome and Poland, and an impending trip to Prague. The department also runs a highly successful and lively Theology society, where visiting academics and members of the school community – both pupils and teachers – give talks on topics of interest.



The Candidate

The successful candidate will:

- be a fully ordained Anglican priest;
- be a well-qualified graduate of Theology or another subject;
- show a demonstrable commitment to the Christian faith and the ability to utilise this in their work with the school;
- be a good listener and counsellor who displays an empathetic approach at all times;
- be a strong diplomat with the ability to foster strong relations with the wider community;



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- be a well organised self-starter who can shape and deliver a complex set of activities with minimal supervision;
- organise and deliver school chapel services;
- be accessible to pupils (and staff) in need of spiritual and/or pastoral guidance;
- curate the liturgy for school services at other churches;
- show clear enthusiasm for their academic subject;
- teach in an engaging manner in a highly successful Theology department (or another department) across year groups from Year 7 to A Level and Oxbridge preparation;
- support the progress of all pupils studying Theology (or another subject) by taking a role in departmental support, enrichment and partnerships sessions;
- set clear expectations for pupil behaviour within an encouraging classroom environment;
- take a keen interest in the welfare of pupils and act as the pastoral tutor to a houseroom;
- show clear commitment to safeguarding children;
- be willing to contribute fully to other areas of school life, such as games, music, drama, CCF or other activities;
- have excellent written and spoken communication skills;
- have sound IT skills;
- have the ability to work collaboratively and effectively as part of a wider team;
- display a high level of attention to detail;
- work hard to support pupil progress;
- be willing to take part in continuing professional development;
- respond positively to feedback.

The Chaplain will report to the Usher, and ultimately to the Master



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Application Process

Candidates should submit the following two documents to the HR Administrator, Miss Yelena Molcanova (recruitment@mcsoxford.org), which can be found on the Job Vacancy link of the website (www.mcsoxford.org). To access [Click here](#).

1. "MCS Application Form for Teaching and Support Staff" Form
2. CV (Curriculum Vitae)

All documentation should be sent no later than Monday **15th April, at midday**; early applications are highly encouraged. Any applicants who submit just a CV will be automatically rejected. The school's preferred method of communication is by email and it will not be necessary to send a hard copy of the documents by post.

References may be taken up in advance. If you do not wish references to be called for at this stage, please make that clear on the reference section of the application form.

We anticipate holding interviews from **Friday 19th April**, which will include an observed lesson. We reserve the right to interview and appoint before the above dates. We will be in contact with shortlisted candidates by telephone. Please be aware that all shortlisted candidates will be requested to complete a "Self-Disclosure" form before attending their interview.

Equal Opportunities

Magdalen College School recognises and is committed to ensuring applicants and employees from all sections of the community are treated equally regardless of race, gender, disability, age, sexual orientation, religion or belief, gender reassignment, marital and civil partnership status, or pregnancy and maternity. We welcome applications from all sections of the community.

Safeguarding Policy

Magdalen College School is committed to the safeguarding of pupils, and any offer of employment will be subject to an enhanced DBS disclosure, the receipt of satisfactory references, the school's pre-employment medical questionnaire, plus sight of relevant original ID documentation and degree certificate(s). This role will be in regulated activity and will require a children's barred list check as well as an enhanced DBS check. The enhanced DBS check is due to this role being exempt from the Rehabilitation of Offenders Act 1974.



Remuneration and other benefits

MCS currently has its own salary scale, and salaries are more generous than those in the maintained sector; there is also a relocation allowance on a sliding scale, by agreement with the Master and Bursar, and dependent on current location. The school also operates a cycle to work scheme, and travel loans are available. MCS is currently an accepted school for the purposes of the Teachers' Pension Scheme (TPS). The school also offers teachers an alternative defined contribution pension scheme with an employer contribution of 22%. The school is in the process of consulting staff on a proposal to make changes to the school's pension provision for teachers as of September 2024. In the event that the



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consultation results in a decision to withdraw the school from the TPS, the school would exercise its discretion under clause 9 of the contract to change the scheme available to the appointed candidate, and they would not be entitled to membership of the TPS as of September 2024. The Master will discuss the pension situation with any offer of appointment.

The school has a fully equipped gym which is available for staff use, and staff may also enjoy access to the University of Oxford's Rosenblatt Swimming Pool. Tennis courts are available, and there is a comprehensive programme of staff sports clubs, including football, climbing, yoga, Pilates, and badminton. Staff also have the opportunity to join choirs and music groups, and to get involved in drama productions. There is a wide range of benefits on offer to staff, including a free lunch during term time, free private health insurance and complimentary use of school sports facilities.

Staff are encouraged to make use of the Senior Common Room within and after the school day, as an area for relaxation and shared discussion outside departments. There is also a quiet room located close to the SCR where staff can work and study. Tea and Coffee are served in the SCR at morning break, Lunch is provided in the Dining Hall, and cakes and cut fruit are available in the SCR at the end of the school day. Staff socials, guest nights and Master's Drinks are regular features of each term.

School fee remission is available for permanent staff sons and Sixth Form daughters who pass the entrance tests for the school, and is currently 50% pro rata subject to a minimum FTE of 50%. In addition, 20% fee remission pro rata is available for MCS staff who have daughters attending Headington Rye, subject to a minimum of 50% FTE.

Head to mcsoxford.org/vacancies to find out more.



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Professional Development

The school places a significant emphasis on the professional development of all staff. A half termly CPD & Teaching Newsletter is distributed by email, which aims to highlight educational research and practical ideas, to share ideas from courses and conferences attended, to offer guidance on opportunities for CPD, and to highlight the work of



colleagues in the area of teaching and learning. All colleagues are encouraged to attend at least one external CPD course each year, and also to visit another school, place of work or university, where appropriate. The Teaching & Learning Group meets before school twice per half term. Its purpose is to consider developments in educational research, to facilitate discussion of teaching and learning, to offer a forum for the sharing of good teaching practice, and to support colleagues in experimenting with new teaching techniques. There is also a programme of Learning Lunches each term for colleagues to share good practice. Colleagues who have been teaching for more than seven years (including a minimum of three years' service at MCS) may make an application for study leave for the second half of the Trinity term.

Waynflete Teaching Certificate

The School aims to offer teaching staff joining the school without a teaching qualification (UQTs) the opportunity to develop their teaching craft and reflect on their professional practice through a structured programme of training and support. For such colleagues, the school offers the Waynflete Teaching Certificate, which may ultimately lead to Qualified Teacher Status through the Assessment Only route offered by the University of Reading.



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Additional Information

Please note that MCS is an inner-city school, with limited parking. Candidates who have been offered a post will be invited to make representations in the term preceding their arrival to the Usher (Senior Deputy Head) for a parking space.

If you have any questions or require additional information, please contact the HR office: 01865 253401.

