



MAGDALEN COLLEGE SCHOOL

INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

Information Pack

Head of Rugby

To start September 2024

Closing Date:

Midday, Monday 22nd April 2024

Interviews:

From Friday 26th April 2024





MAGDALEN
COLLEGE SCHOOL
INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

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



**MAGDALEN
COLLEGE SCHOOL**
INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

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 Head of Rugby from 1st September 2024 to lead and develop the School's highly successful rugby programme and teach PE and Games to talented, bright and enthusiastic pupils from Year 7 to Year 13 (and potentially from Year 3 in the Junior School as well). The role would be suitable for an experienced teacher, or an experienced coach who is an Early Career Teacher (ECT) or interested in gaining Qualified Teacher Status (QTS) through the School's Waynflete Teaching Certificate.



The Candidate

We are looking for an outstanding sports teacher to lead, manage and administrate rugby in the Senior School. The successful candidate will:



MAGDALEN COLLEGE SCHOOL

INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

- Be a well-qualified sports teacher or rugby coach who is looking to lead a highly successful rugby programme and work within an outstanding Sports Department at a leading independent school;
- Have experience of either playing or coaching at a high level;
- Be prepared to take a share of the teaching of PE and Games at all levels and, above all, they will be enthusiastic about sport, and rugby especially;
- Be able to coach to A Team level in rugby and at least one of the other focus sports – Cricket, Football, Hockey, Netball, Rugby and Tennis – and this will include midweek and weekend fixtures across several sports;
- Display a high level of organisation and show clear enthusiasm for excellence in sport and widening participation;
- Have the ability to lead and support colleagues from the Sports Department and the rest of the school;
- Communicate effectively with pupils, parents, staff and the local community;
- Plan and teach lessons in an engaging manner with evident enthusiasm for sport;
- Set clear expectations for pupil behaviour;
- Show clear enthusiasm for sport and display an understanding of sport as part of a thriving extra-curricular provision;
- Display a positive, cheerful and caring attitude, a supportive approach to working with colleagues taking sports teams, and a willingness to be involved in all aspects of school life;
- Demonstrate strong organisational skills in an encouraging environment;
- Take a keen interest in the welfare of pupils and act as the pastoral tutor to a senior school houseroom
- Show clear commitment to safeguarding children;
- Ideally, owing to the nature of the role, have a full, clean driving license with the ability and willingness to drive minibuses;



MAGDALEN COLLEGE SCHOOL

INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

- Have excellent written and spoken communication skills with pupils, parents and staff;
- 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 Head of Rugby will be responsible to the Director of Sport, and ultimately to the Master, for the proper discharge of his or her duties.

The Sports Department

The Sports Department is the largest in the school and oversees the provision of all sport across the Junior and Senior School. Heads of Sport manage their own programmes in a way that allows pupils to flourish in a number of sports. They are ably supported by highly qualified Sports Professionals and experienced PE & Games teachers. We are fortunate to have a number of Level 3 and 4 qualified coaches, many of whom have played sport to the highest level. The introduction of greater departmental INSET has proved invaluable in sharing technical knowledge across all sports. Sports staff act as mentors to pupils who are



aiming to progress through performance pathways, but also have a focus on increasing the numbers of pupils representing the school at all levels. Sport at MCS has seen sustained improvement and success over the last 10 years: sports teams across focus sports are habitual county champions (Girls Hockey 1st XI were crowned 2021 county champions) and teams regularly advance far in national



MAGDALEN COLLEGE SCHOOL

INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

competitions (Boys Hockey 1st XI are 2022 Tier 2 National Champions and U16 and U18 were both runners-up in 2023). There are currently 4 pupils representing England or GB at junior level across all sports, whilst four former pupils are currently playing first class cricket (two of them with England Lions). There are currently 4 MCS students in the Midlands U18 regional rugby DPP, with several in the U16, U15 and U14 age groups.

The successful candidate will have the opportunity to continue to develop the love of the sport within MCS. Participation within the Rugby programme remains strong and above national trends, with MCS currently fielding A-D at U12 – U14, A-B at U15-U16 and 1st, 2nd and 3rd XV's at senior level. Numbers enjoying touch variants of the game at junior level are also good. Regular senior tours (Canada, South Africa), and for younger age groups to more local destinations (Bath, Somerset) as well as regular pre-season trips and training dates - not only allow us to prepare and compete to a high level, but also give us an opportunity to help develop rugby across all of the year groups at the school. 7's is played in the Hilary term for all age groups and is offered as a games option to the senior year groups. This season the 1st VII qualified for day 2 of the Rosslyn Park tournament after winning the KES Stratford 7's tournament the week before.

Structure of MCS Sport



Each term at MCS is different and we place enormous value on the variety of sports we play. In Michaelmas Term, the focus sports are rugby and football for boys and hockey for girls. In the Hilary Term, hockey becomes the focus sport for boys with the girls



MAGDALEN COLLEGE SCHOOL

INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

playing netball. The Trinity Term sees the boys play cricket and tennis with the girls focusing on tennis. Rowing and sailing are available through all three terms using facilities on site and at Farmoor Reservoir. In addition, we offer a wide range of sports including badminton, basketball, cross-country, and athletics, to name but a few. A wide range of lunchtime and after school clubs provide huge breadth to the sporting experience available.

Facilities

MCS is fortunate to have access to superb facilities right in the heart of Oxford. We use School Field, situated on an island in the River Cherwell, for rugby, cricket and tennis, and have use of Christ Church and Merton playing fields. The use of our Astroturf pitches on Marston Road and at Oxford Hawks Hockey Club enables the hockey programme to flourish. Milham Ford, which is located on the main school site, has recently been resurfaced to provide all-weather tennis courts, which supplement the outstanding grass courts. A multi-purpose sports hall is used for badminton, basketball, indoor hockey and netball, as well as providing a 5-lane cricket net system. The ability to row directly from the school site is unique. Rowers also use the wide number of ergs we have available in our well-equipped gym, which is next to the sports hall.

If you would like to find out more about Sport at MCS please click on the two links below:

[Sport - Magdalen College School \(mcsoxford.org\)](http://mcsoxford.org)

[Magdalen College School | Sports Home \(mcssport.org\)](http://mcssport.org)

Application Process

Candidates should submit the “MCS Application Form for Teaching and Support Staff” which can be found on the Job Vacancy link of the website (www.mcsoxford.org). To access [Click here](#). To apply for the position please send the following two documents to the Recruitment Officer, Ms Yelena Molcanova (recruitment@mcsoxford.org).

1. “MCS Application Form for Teaching and Support Staff” Form



MAGDALEN
COLLEGE SCHOOL
INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

2. CV (Curriculum Vitae)

All documentation should be sent no later than Monday 22nd April, at midday. 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 26th April, which will include a taught lesson. 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. We reserve the right to interview and appoint before the above dates.

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.

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



MAGDALEN
COLLEGE SCHOOL
INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

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 offers teaching staff a choice of pension arrangements; a Defined Contribution scheme with an employer contribution of 23.68% or the Teachers' Pension Scheme with a salary sacrifice arrangement. Staff may move between the two schemes as suits their needs. The Master will discuss the pension 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.



MAGDALEN
COLLEGE SCHOOL
INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

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.

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.



**MAGDALEN
COLLEGE SCHOOL**
INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

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.

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.

