



**D'OVERBROECK'S
OXFORD**

A NORD ANGLIA EDUCATION SCHOOL



Candidate brief for the position of

Head of Economics

To start in September 2026



The school

d'Overbroeck's is a leading co-educational independent day and boarding school in Oxford for students aged 11 – 18.

Founded in 1977, initially as a Sixth Form, d'Overbroeck's has maintained its founding values throughout its growth.

We believe in outstanding teaching and laughter. We celebrate the individual and foster a culture that promotes collaboration and originality. We pride ourselves on our unique blend of social informality and academic rigour.

Our students consistently achieve some of the best value-added results in the country. Our success has supported our continued growth, currently with over 700 students across our 4 teaching sites.

We are located in North Oxford, and we've established ourselves as a thriving, forward-looking and highly successful school. We are known for our distinctive, non-traditional ethos, an outstanding staff team, and a strong reputation for the quality of our educational and pastoral provision.

d'Overbroeck's comprises 3 sections: Senior School, International and the Sixth Form, giving a school of approximately 700 students. The Sixth Form is the largest section with over 400 students. The school follows UK National Curriculum, leading to GCSE/IGCSE and A Level based curriculum.

This is an opportunity to become part of the d'Overbroeck's community at a very exciting point in our development. Our school is part of the Nord Anglia Education family of 90 schools around the world.



Our ethos

We place academic achievement and personal growth at the heart of everything we do at d'Overbroeck's. Our success in achieving these goals is evident in students' achievements both in and outside the classroom, as well as in the enthusiastic endorsement we receive from current and former parents and students.

Our innovative approach sets us apart from other local independent schools and is characterised by purposeful informality. Our ethos is firmly built on personal relationships, and on a strong belief that **every individual is at the heart of the school**.

At the same time, our approach is distinctly **collaborative**. We believe in leading by example, in a healthy dose of flexibility and in the power of laughter and humanity.

We provide an environment which gives both staff and students the space to be themselves as well as the encouragement and stimulus to grow, to learn, to

engage with complexity and to achieve their goals. And they'll also have time for friendship and living life to the full.

Our policy is for everyone, staff and students, to be on first-name terms throughout the school. Our experience is that this fosters more mutual respect and truer, more motivating interactions between staff and students.

Students wear school uniform up to Year 11 and there is no uniform in the Sixth Form. Our uniform is relatively light-touch, which allows each student a sense of their own individual personality.

d'Overbroeck's does not have any particular religious affiliation and we welcome students and staff of all faiths and none.



Teaching and learning

We teach a broad academic curriculum with a wide choice of subjects at GCSE, IGCSE and A-Level. With a large Sixth Form intake we are able to offer 37 different A Levels.

At d'Overbroeck's, we emphasise fostering resilience and independent learning skills starting from Year 7. In the Sixth Form, many students complete an EPQ alongside their A-Level programme, and students regularly take part in Maths and Science Olympiads.

We offer bespoke academic enrichment programmes through our Think programme. These are suitable for students who want to develop their academic skills in preparation for Oxbridge, Medical/Veterinary and Law programmes and for wider university study. Students have the opportunity to participate in a wide range of trips and sessions from visiting speakers throughout the year.

A Personal Development (PD) programme is integrated into the curriculum throughout the school. Students study a programme that centres on their personal and social development and introduces them to information, views and debates on contemporary issues.

Our focus is on reflective teaching and professional learning. We have our own in-house system of CPD that promotes reflective and collaborative practices and allows staff to delve into areas of pedagogy that truly interest them.

The teaching approach at d'Overbroeck's has always been built around comparatively small classes. In Senior School, classes are generally kept to a maximum of 15 students. In the Sixth Form and The International section we aim to keep classes to a maximum of 11.

At the International section, students follow either a one-year or two-year programme which prepares them for IGCSE exams in up to 8 subjects alongside intensive teaching in English for academic purposes (EAL).

Our exam results are very strong. We are the top school for progress (value-added) at A-Level in Oxfordshire and every year many of our students progress to Oxbridge and other top Russell Group universities.

Boarding

We currently have over 300 residential boarders at d'Overbroeck's. Our boarders are generally in either the Sixth Form (where around half the students are boarders) or in the International section (where almost all the students board). There is a small but growing number of boarders who study at the Senior School.

In the Sixth Form, students can either board full-time or weekly. For some of our boarders home is just 30 or 40 miles away; for others it is another part of the world. Some will have boarded before while for others this may be the first experience of being away from home and family.

Whichever it is, our aim is to create a close-knit, homely boarding environment where students are

physically comfortable and personally at ease; where they can live and work happily, enjoy freshly-cooked, well-balanced meals and make strong and lasting friendships. Like our teaching space, our boarding provision continues to develop considerably.

We have a purpose-built Sixth Form boarding house (Islip House) opposite our Sixth Form. We also have a Sixth Form boarding house in St Aldates, in the heart of the city and in Westway to the west of the city. There is another boarding house on the Banbury Road and three further boarding houses in north and west Oxford for International section students.



Co-curricular

Alongside the academic curriculum, we offer a varied and vibrant programme of co-curricular activities to open up all sorts of opportunities for students in every year. Sport is diverse and wide-ranging, music and drama are very strong and concerts and school productions are always big events to look forward to.

Music

We offer a range of concerts and musical events throughout the year for students across the school. We also have a popular Instrumental and Vocal programme taught by a team of experienced peripatetic instrumental teachers each week.

Drama

Drama at d'Overbroeck's is about much more than learning lines and performing: it's also about unleashing our students' dramatic creativity. It is also a vehicle through which students develop confidence in themselves – not just as performers, but as individuals and members of a broader society.

Sport

We take an inclusive approach to sport and encourage all students to take part in different activities when they study with us. Whilst it's very important to us that students get the opportunity to compete and represent the school, it's equally important that they develop lifelong learning around active, healthy lifestyles.

Although we don't have our own playing fields or sporting facilities, we are fortunate to have the use of an excellent range of venues and facilities nearby, including those of Oxford University at Iffley Road. During term-time, our students use these facilities on a daily basis.

'It's hard to imagine a better school for nurturing and developing students... Without exception all staff are dedicated to the aspirations of the school, resulting in a lovely and thriving atmosphere that produces excellent results and well-rounded teenagers!'

Parent





Association membership

d'Overbroeck's is a member of the Independent Schools Council (ISC), the Society of Heads of independent schools and of the Boarding Schools Association. The school is also an associate member of AGBIS.

Safer recruitment

d'Overbroeck's is committed to safeguarding and promoting the welfare of all its students, and this is a responsibility that is shared by all members of staff. The successful candidate will be subject to an enhanced DBS disclosure. Please see the section on Disclosure below.

Disclosure

Please note that d'Overbroeck's aims to promote equality of opportunity for all with the right mix of talents, skills and potential, without respect to age, gender or race and welcomes applications from diverse candidates. As d'Overbroeck's meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure of criminal background from the Disclosure and Barring Service before their appointment is confirmed. This will include details of cautions, reprimands and final warnings, as well as convictions. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant. Further information about the disclosure scheme can be found at

www.gov.uk/government/organisations/disclosure-and-barring-service/about.

Head of Economics

We are seeking to appoint a full-time, highly qualified teacher and academic leader, with a proven track-record of delivering excellent results at A Level, to lead our thriving and successful Economics department.

The department

Economics is one of the largest A Level subjects at d'Overbroeck's, with around 60-70 students taking the subject in each year group. The popularity of the subject has been built over the years, on the back of dynamic teaching and outstanding results. Typically about 70% of students have gained A*/A and over 90% A*-B grades. Although the subject has enjoyed significant exam success, we pride ourselves on not being exam-centric in our approach but look to develop an understanding of the subject rather than just an expertise in how to pass exams. As such, the successful candidate will join and lead a successful, well-established, and well-resourced department, which currently comprises of five teachers, three of whom also teach Business A Level. (Business has its own Head of Department, but the two departments work closely together and share many of their teachers.) The Economics department follow the Eduqas specification, prior experience with this board is not essential.

The role

Teaching

The Head of Department will be the lead-teacher of Economics, teaching approximately an 85% timetable, alongside departmental leadership responsibilities. Teaching will be exclusively in the Sixth Form, although in future, the possibility of offering Economics as an IGCSE. Classes in the sixth form are small (with a maximum of 11 students), which allows for a highly interactive and engaged style of teaching. Small class sizes enable teachers to gain a detailed understanding of each individual student's strengths and needs and teachers offer a high level of support, both within and beyond the classroom. We value independence of thought above mere acquisition of knowledge, and although we seek to provide the best possible preparation for public exams we aim to do so in such a way as to foster real understanding and enjoyment of the material being studied.

Beyond the timetabled lessons, the Economics department also offers support clinics; a variety of stretch and challenge opportunities, including Oxbridge preparation and participation in national competitions; visiting speaker events; and attendance at public lectures at the University.

Head of Department

The Head of Economics has the following specific duties and responsibilities.

- Overall responsibility for the quality of teaching and learning in the department and for ensuring that all the students in the department are making good progress, by developing and implementing policies and practices that promote effective teaching and learning.

- The ongoing management, monitoring and support of the teaching staff in the department, both informally and through regular performance reviews.
 - The Head of Economics will normally be expected to conduct professional development reviews for members of their department, completing all necessary paperwork/electronic records as required. Where another colleague has been assigned the role of reviewer (perhaps because the member of staff works in two departments) the Head of Economics will be expected to submit written input to the reviewer.
 - Observing lessons of members of their department and of other teaching staff as required, in line with the School's policies on lesson observation.
 - Playing a leading role in the induction and, where necessary, training of new members of staff.
 - Serving as subject mentor for ECTs within his/her department.
 - Identifying and supporting the training needs of teachers within the department
 - Liaising with senior management if there are concerns about the performance of any member of the department.
 - Assisting the Principals, as required, in the recruitment of members of staff to the Economics department.
 - Liaising with the Vice Principal (Staff and Curriculum Operations) over the deployment of teaching staff.
- Responsibility for devising the teaching programme of the department and ensuring that the programme is appropriately followed by all members of the department. This includes
 - Choosing the specification to be followed by teachers within the department and ensuring that the specification chosen is appropriate for any public examination for which the students are to be entered.
 - Analysing the needs of students, the resources of the department and planning effectively to support student progress
 - Devising detailed schemes of work for all year groups.
 - Undertaking work scrutiny, observations etc. to ensure schemes of work and specifications are being taught effectively by all teachers in the department.
- The Head of Economics has a general responsibility for preparing/completing all departmental documents and undertaking all departmental administration. This includes:
 - Writing schemes of work, departmental development plans and departmental policies, minutes of meetings and reviews of examination results.
 - Submitting examination entries for the department to the examinations officer.
 - Submitting and managing the budget of the department.

- Developing and maintaining the relevant sections of SharePoint/OneNote/Teams (or equivalent virtual learning environments), along with the use of other forms of interactive and digital technology,
- The Head of Economics has responsibility for the academic progress and achievement of students in the department. To this end they will:
 - Collate and submit predicted examination grades for tracking procedures.
 - Oversee setting and marking of progress tests and mock exams.
 - Ensure discussion of student progress and development and review of appropriate action plans, as a regular feature of departmental meetings (including monitoring the progress of different student cohorts such as gender, EAL, SEN and most able).
 - Oversee the calibre and consistency of assessments, feedback, report writing and grade predictions across the department.
- Organise and where appropriate run additional clinics, revision sessions, both to stretch and extend the most able and to help students who are struggling.
 - Organise and where appropriate run academic enrichment sessions such as Plus or Oxbridge in their subject area(s).
 - Develop opportunities for students in their department to enrich their learning beyond the curriculum through opportunities to attend lectures, talks and workshops.
 - Share a general responsibility to ensure the academic, moral and physical welfare of all students within the department.
- As part of fulfilling all the above responsibilities, the Head of Economics will be expected to take part in a variety of meetings
 - Convening regular departmental meetings, with all staff in the department. They must ensure minutes are taken and the minutes sent to appropriate heads of section.
 - Meeting periodically with members of the Sixth Form Senior Leadership Team to review departmental development plans and examination results (usually in August/September and again in January).
 - Attending meetings with colleagues, parents or other appropriate persons to discuss the welfare and academic progress of students.
 - Heads of Department will have a general duty to contribute to the academic management of the school, including attending meetings organised by the Principal and Vice Principals, or other senior members of staff for this purpose.
 - Heads of Department, along with other senior members of staff are expected to be available for meetings and for giving advice to students and parents between the publication of examination results (A Level and GCSE) and the start of the Autumn Term. As such, they must be available for all centrally scheduled meetings in this period and be available to contact at all other times (within the working day).

- The Head of Economics plays an important role promoting the department e.g. at Open Events; as part of the progression programme; providing taster sessions for potential students; and maintaining up to date information on the subject for potential students (e.g. on website).

The person

The successful candidate will:

- Be an experienced and successful Economics teacher in the Sixth Form, who is respected as a classroom practitioner and can lead their team by example.
- Demonstrate a commitment to improving teaching and learning across the Economics department, engaging with appropriate CPD and keeping abreast of developments and initiatives in Economics teaching in the educational world.
- Have a high level of familiarity and expertise with examination specifications and assessment.
- Be an effective administrator, capable of planning, implementing and reviewing all administrative procedures related to the Economics department and wider school requirements.
- Possess the analytical and data-tracking skills necessary to evaluate departmental performance and improve student progress.
- Be an effective team leader and builder, able to support and facilitate the professional development of teachers in the department.
- Be able to manage and prioritise their own working life, balancing departmental responsibilities alongside other professional responsibilities in the school.

Necessary qualifications

All applicants will be expected to have a good degree in Economics or a related subject and be able to demonstrate their teaching ability. d'Overbroeck's does not require that its staff possess a PGCE or equivalent formal teaching qualification, though most members of staff do in fact have an appropriate qualification.

Salary

d'Overbroeck's has its own salary scale (comparable to the national scale) and pension scheme. Remuneration for this post will include an allowance above the main teacher scale for head of department and (if relevant) form tutor responsibilities.

Staff at d'Overbroeck's benefit from

- free cooked lunches during term-time

- access to 'We Care' medical and counselling services
- discounted membership rates for a nearby sports and leisure club
- participation in the 'Cycle to Work' scheme
- fee discounts for children of staff attending d'Overbroeck's School

Applications

If you would like any further information at this stage, please feel free to email HR team at hr@doverbroecks.com.

Please apply as soon as possible, but no later than **Sunday 26 April 2026**.

All applications will be processed on receipt. Short-listed applicants will be notified of the interview arrangements as soon as possible after short-listing. Please note, however, that we reserve the right to shortlist and invite suitable candidates in for interview prior to this date.

Nord Anglia Education

In early 2021 d'Overbroeck's was acquired by Nord Anglia Education, a leading premium international schools organisation. Currently, NAE comprises 80+ schools in 34 countries, employing over 19,000 and teaching over 90,000 students.

You can find out more on their website: nordangliaeducation.com



CONNECT WITH US

 /doverbroecksoxford

 @doverbroecks

 @doverbroecks_oxford

 /doverbroecks

 @doverbroecks

[doverbroecks.com](https://www.doverbroecks.com)



D'OVERBROECK'S
OXFORD

A NORD ANGLIA EDUCATION SCHOOL