

Graduate Debater in Residence

September 2022

Introduction

Eastbourne College Incorporated (ECi or 'the Charity') comprises St Andrew's Prep ages 7-13 and Eastbourne College, ages 13-18, co-ed day and boarding schools.

Eastbourne College Incorporated (ECi) seeks to appoint a recent graduate to provide inspiration and enrichment to pupils' learning through debating, public speaking, model united nations, and other academic enrichment activities. The right person will have a unique opportunity to work in a stimulating environment where resources, buildings, colleagues and pupils all strengthen the process of teaching and learning.

The Post

The Charity seeks to appoint an inspirational and energetic graduate to bring innovation and further enrichment to the school's debating and public speaking. The appointee will lead the delivery of debating, model united nations and public speaking across the two schools, including coaching and preparing the teams for national competitions.

In addition, the post-holder will also help support the teaching staff with academic extension activities of curriculum subjects as best fits their skills and interests, and advise pupils on preparing for US university admission. There will be an opportunity to take a role in the sporting life of the school, as desired. It is expected that the successful applicant will bring their own talents, skills, ideas and interests to develop and enrich the educational experience for our boys and girls.

The role will also involve pastoral duties within a boarding house, which may include some evenings and some weekends. Accommodation will be provided within a furnished and equipped flat (including bedding and towels). (Shared) use of a school car (with automatic transmission) will allow for social and personal visits, as well as travel to and from school events.

The post would suit someone looking to apply their skills in a new context, providing fresh opportunities for reflection, research, presentation and leadership. The successful candidate will have the ability to nurture pupils' oracy while communicating enthusiasm and arousing curiosity through their inspirational support and guidance.

The post would be particularly suitable for those wishing to gain experience of working within high-performing departments in preparation for further study, those considering teaching, or those from abroad wishing to experience life in Europe while being accommodated and receiving a generous allowance.

Job Description

- 1) **Job Title:** Graduate Debater in Residence
- 2) **Responsible to:** The Head of Enrichment
- 3) **Job Summary:** To provide inspiration and enrichment to pupils' learning through debating, public speaking, MUN, and associated activities.

4) Duties and Responsibilities:

I. Coaching, teaching, and inspiration

10 hours per week formal teaching/coaching, plus around 10 hours a week individual support and preparation)

- a) To coach and train the debating and public speaking teams to improve the take-up, enjoyment and success of debating in the schools, including in local and national competitions.
- b) To run, in tandem with the Master in Charge of Debating, the Debating Society and debating/public speaking activities and clubs.
- c) Assist and advise the small number of pupils considering study in the USA on their US university admissions.
- d) To support the work of the academic societies at the schools
- e) To assist in the delivery of the academic programme in at least one area of the curriculum, e.g. Government and Politics, English, Economics, History, Life and Learning.
- f) To work alongside teaching staff on oratorical projects with pupils throughout the school.
- g) To provide support to individuals and small groups of pupils where appropriate, e.g. interview presentation advice.
- h) To be proactive, reliable and to demonstrate initiative within the busy, academic life of the school.
- i) To stamp their ideas, innovation and personality on the school's academic enrichment offering.
- j) To communicate enthusiasm and generate curiosity in pupils' endeavours in the school.
- k) To produce newsletters / blogs / social media content etc. to celebrate the work of the debating and public speaking teams and society.
- l) To work with pupils at St. Andrew's Prep and other feeder schools to promote the excellence of provision for academic enrichment at the College.
- m) To engage with the Eastbourne Schools Partnership to spread oracy and associated skills with local maintained schools.
- n) To keep accurate and up-to-date records of the progress of the pupils being supported and to make regular evaluation accordingly.
- o) Where appropriate, to report on pupils' progress through the College's electronic report card system and other reporting processes.
- p) To carry out pastoral duties within the boarding community
- q) To carry out any other duties associated with the role as requested by the Headmaster or Senior Management Team.

II. General

- a) To promote and uphold the Charity's core values both in and out of the classroom.
- b) To support the development of all pupils through the unspoken curriculum (the way pupils learn to treat each other and the way they are expected to behave).
- c) To check any absences against the lists published in ISams and inform the Housemaster/mistress (Hsm) or Head of Department (HoD) or equivalent at St Andrew's Prep of any discrepancies.
- d) To attend regular meetings of relevant departments.
- e) To liaise with tutors and Hsms and St Andrew's SMT regarding pupils' progress and attendance.
- f) To attend staff meetings as requested by the Headmaster.
- g) To attend parents evenings as requested by the Headmaster.
- h) To proactively support the implementation of Charity policies and practices.
- i) To participate in the school's appraisal and performance management processes.
- j) To identify personal training needs / aspirations and to attend INSET as required by the Head of Enrichment or the Deputy Heads (Academic and Pastoral).

III. Safeguarding duties

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement and staff code of conduct at all times.

The post holder will be engaging in regulated activity. There are particular safeguarding issues requiring attention for this post.

The responsibility for pupil discipline, occasional one-to-one settings or trips/transport, and variety of situations require staff in this post to have a deep and wide understanding of safeguarding procedures. They have a broad view of pupil behaviours and should exercise vigilance regarding child protection issues.

If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School s/he must report any concerns to the School's Designated Safeguarding Lead or, if he/she is the School's DSL, to the Headmaster and relevant agencies

In making the appointment the Headmaster will have regard to the experience and potential specifically exhibited by candidates. The exact delineation of responsibilities will be determined by the strengths and interests of the appointee.

This job description may be altered to meet changing educational context at the discretion of the College / St. Andrew's Prep.

Person Specification

Applicants should be able to demonstrate the following:

Attribute	Essential	Desirable
Education and Training	<ul style="list-style-type: none"> Educated to good degree standard (or equivalent) 	<ul style="list-style-type: none"> Academic interest in Govt and Politics, English Lit, British or European History, or any other subject studied by a number of pupils at the schools. Desire for further study and experience in academia or teaching.
Knowledge and Experience	<ul style="list-style-type: none"> Competitive debating experience in national competitions. Experience of leading in debating or public speaking societies. First-hand experience of US university admissions process. 	<ul style="list-style-type: none"> International debating experience. Experience of coaching debating / public speaking. Willingness to coach sport. Experience of working in a boarding/residential environment
Skills	<ul style="list-style-type: none"> Superb debating skills and a desire to share them. Excellent oracy, communication and listening skills. Strong organisational and administrative ability. 	<ul style="list-style-type: none"> A high level of ICT competency An inclusive manner and the ability to work in a team
Personal Qualities	<ul style="list-style-type: none"> A belief in the Charity's core values and the determination to uphold them An ability to set deadlines, meet them and manage expectation against them An ability to build, foster and sustain positive relationships with all in the College and School communities Patience, compassion, courage, resolve and objectivity. Dedication, loyalty, commitment and positivity Capacity for hard work Being a positive role model for all in the community by virtue of approachability, personal conduct and standards of expectation. 	

Terms and Conditions

This will be a fixed-term appointment, running from 1 September 2022 until 1 July 2023, with furnished accommodation provided and likely to be available for two weeks before and after the period above. (Shared) use of an automatic car will be provided, along with a return flight to any US airport. An allowance to cover living expenses will be paid, likely to be in the region of £15,000 (gross). The post-holder is also entitled to free term-time meals in the dining hall and to take all school holidays as vacation time.

Eastbourne College (Incorporated) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The appointment is subject to an enhanced DBS check, pre-employment medical questionnaire and positive references.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the Charity is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

Eastbourne College (Incorporated) welcomes applications from all sectors of the community as we aspire to attract staff that match the social and cultural diversity of our pupil intake. We consider the most important factor to be the right skills, abilities and attitude for the job which will ultimately improve the wellbeing and education of the pupils.

How to Apply

To apply, please follow the link below to complete the mandatory application form:

www.cognitofirms.com/EastbourneCollegeIncorporated/EastbourneCollegeSupportStaffApplicationForm

Alternatively, visit www.eastbourne-college.co.uk/contact/employment-opportunities/ and click the **'Apply Now'** button.

A letter of application and an up-to-date CV should be uploaded with this online application form.

All applications must be received by noon on **Friday 25 March 2022**

For further information, please contact Marian Piper, Recruitment & HR Projects Manager, by email: hr@eastbourne-college.co.uk or tel: 01323 452239.

We reserve the right to withdraw this vacancy before the closing date if we are successful in finding an appointment.

Postscript

There are many attractions to teaching at Eastbourne College incorporated, not least its location on the south coast in the sunniest part of the country.

The College and School provide safe urban environments in an attractive part of a peaceful town where pupils have easy access to shops, cinemas and theatres at appropriate times, and this strengthens the boarding experience. The railway station is close, with easy travel to Gatwick (one hour) and London (under 90 minutes). The beach and sea are a five-minute walk away and the South Downs (the newest National Park) are on our doorstep.

The schools are a strikingly happy, cohesive and coherent community. We look forward to meeting you.

Background Information

Eastbourne College Incorporated (ECi)

Eastbourne College Incorporated is the term for the combination of Eastbourne College and St. Andrew's Prep School. The two schools are run separately but are part of the same Charity and a single Board of Governors bears overall responsibility. The post-holder will be expected to work across both schools. The Debater in Residence post will allow and expect the post-holder to work across both schools, gaining experience of both primary and secondary phase education. It is likely that the day-to-day management of the post will fall to the College and so most of this job description refers to the College.

The College

Eastbourne College is a co-educational HMC independent school of just over 630 pupils, of whom half are full-time boarders. It is a strong community with excellent links with local schools and the remarkable town in which it is located.

Academic standards are very high with an average of 85% of A-level grades being awarded A*, A or B in the last four years. At GCSE approximately two thirds of all grades awarded are A* or A. The College recruits from a wide ability range and value added outcomes are exemplary. The majority of College leavers enter higher education in leading universities at home or abroad.



The College is run as a full boarding school with a six-day per week academic and co-curricular timetable. Day pupils share the same wide curriculum as boarders and enjoy equal access to the physical and human resources of the school.

We are proud of our rich cultural and sporting traditions. The modern Birley Centre is a hub of the performing arts and has a performance space ideal for debating events. There is also a school theatre that can hold a large audience, a drama studio space, and other spaces conducive to debating and public speaking workshops for smaller groups. College artists exhibit in London, actors have starred in film and TV; the Design & Technology (DT) department wins an extraordinary number of Arkwright scholarships. We have an enviable reputation for sport both regionally and nationally. Eastbournians frequently represent the county in hockey, rugby, cricket and netball; several old Eastbournians have gone on to achieve international honours. There are also thriving Combined Cadet Force, Duke of Edinburgh's Award scheme and Service at School (S@S) programmes.

As we celebrated our 150th year, the College completed the most ambitious development project in its history. Project 150 saw the delivery of over 30 state of the art classrooms, ICT suites, a new swimming pool, café, school shop, dance studio, sports hall, squash courts, dining hall and fitness suite. We believe that the College has some of the best facilities of any school in the UK.

Eastbourne College places great emphasis on the importance of developing a school in which education is built on core values and positive, supportive relationships. These central qualities will endure long after a student moves on from the College. The five key values of participation, the pursuit of excellence, integrity, courtesy and kindness are, it believes, the bedrock upon which every child's education should stand, providing them with the wherewithal to flourish both at school and beyond.

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St. Andrew's Prep

Founded in 1877 and home to 360+ pupils from 9 months to 13 years, St Andrew's is a non-selective co-education IAPS prep school which prides itself on breadth and excellence. Most are day pupils but 25 to 30 boarders live within the heart of the school with space for a further 20 flexi boarders – a facility used by a large number of children over the course of the year.

The school is set in twelve acres of sports fields. The beach is a five-minute stroll away and a number of classrooms overlook the sea and the South Downs. With nature on its front door, St Andrew's offers unique Forest and Beach Schools which provide opportunities to complement classroom study with outdoor learning.

St Andrew's Prep's sporting pedigree is excellent with representatives winning medals at many county, regional, national and occasional international event across the sports of Rugby, Football, Cricket, Athletics, Hockey, Tennis and Netball. However, there are teams for every ability ensuring that each child represents the school. The school has an impressive sports hall and the recently refurbished Fives court has just re-opened. DT, Art, Drama and Music are of an exceptional standard. Recent LAMDA results have been outstanding and many of our musicians (80% of the pupils play an instrument) reach the higher ABRSM grades.

After-school and optional Saturday morning activities are numerous and varied and include, among many others, golf, jazz dance, pot throwing, steel drums, shooting, water polo, mountain biking and fencing. The school has its own Community award which aims to nurture confidence and independence, develop a breadth of interest in each child and create a stronger sense of identity and community.

St Andrew's amalgamated with Eastbourne College in 2010. The two schools retain a good deal of independence and their own identities, but share some facilities and support staff and are working to establish strong interdependent links which will benefit the education of the children within the wider charity.

More information about the College and St. Andrew's Prep may be found by visiting the websites:

<http://www.standrewsprep.co.uk/>

www.eastbourne-college.co.uk

News of latest events can also be found by visiting our Facebook pages:

<https://www.facebook.com/StAndrewsprepEB/>

<https://www.facebook.com/EastbourneCollege>