

# Graduate Debater in Residence

September 2024

## 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 College 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 will 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:** Head of Philosophy and Theology & Head of Academic Scholars
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. Pastoral

- a) One evening duty per week: 5.30pm-10pm although this could be split 5.30pm-8pm and 8pm-10pm across two nights.
- b) Two morning wake ups per week 7am-8.30am.
- c) Saturday evening rota duty (roughly 1 in 3 or 4 Saturdays 7pm-10pm).

##### III. 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).

#### IV. Other duties

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

## Terms and Conditions

This will be a fixed-term appointment, running from 1 September 2024 until 1 July 2025, 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 is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments are made subject to a satisfactory medical disclosure, an enhanced criminal record check (DBS) and any other pre-employment checks deemed necessary by the College.

Eastbourne College Incorporated is committed to the provision of equal opportunities in employment and accordingly wishes to ensure that no job applicant is treated less favourably on unjustifiable grounds.

The College is a non-smoking establishment.

## How to Apply

To apply please visit <https://www.eastbourne-college.co.uk/contact/employment-opportunities/> and click the **Apply Now** button.

A letter of application (addressed to the Headmaster), evidencing your suitability for the post against the job description and person specification described above, and an up-to-date CV should be uploaded with this online application form.

For further information please contact [hr@eastbourne-college.co.uk](mailto:hr@eastbourne-college.co.uk)

All applications must be received by noon (UK time) on **25 February 2024**.

## 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 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 80% 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 7 to 9. 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 seven-day week, full boarding school. Day pupils share the same wide curriculum as boarders and enjoy equal access to the physical and human resources of the school. Day pupils can complete their prep in Houses; buses run at both 18:00 and 20:00 on weekday evenings.

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. Eastboundians frequently represent the county in hockey, rugby, cricket and netball; several old Eastboundians have gone on to achieve international honours. There are also thriving Combine Cadet Force, Duke of Edinburgh's Award scheme and Service at School (S@S) programmes.

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.

## St. Andrew's Prep

St Andrew's is a co-educational, day and boarding IAPS prep school of some 350+ pupils aged from nine months to 13 years. It is situated in Meads village on the outskirts of Eastbourne. The school is minutes from the beach and at the foot of the South Downs.

Divided into departments: the Nursery (including a Baby Room from nine months), the Pre-Prep (Reception to Year Two), Juniors (Years Three and Four), Middles (Years Five and Six) and Seniors (Years Seven and Eight), are all located on one green and spacious campus and share many facilities such as the swimming pool, chapel, dining room and playing fields. Up until Year Four, children are taught by class teachers with some specialist teachers. From Year Five, children have form tutors and then are taught by specialist teachers. There is currently one class per year group in the Pre-prep, then two classes in each year group until the final two years. In Year Seven there are currently three classes and in Year Eight there are four classes plus a small scholarship group.

The school is non-selective. It prides itself on the breadth and excellence of its curriculum, both academically and in extra-curricular activities. At the older end of the school many subjects are taught in sets and children tackle The Bridge Curriculum\* or Scholarship exams in order to apply for a range of senior schools. The majority of pupils play musical instruments, there is a depth of sports teams to cater for all abilities and most children are involved in drama productions.

A strong pastoral system supports key values of kindness and honesty, tolerance and forgiveness, learning to listen and trying our best.

The school aims to open doors and encourage children to have a go and discover an interest or passion that will last a lifetime. The school day runs from 8:30am to 5:30pm for the older children (from Year Five) with earlier finishes for the younger children. After school activities take place throughout the school.

On Saturday mornings, children in Years Four - Eight can access an optional activities programme. Sessions, run by the staff, range from sports, arts and craft-type activities to musical and drama-oriented sessions.

The expectation is that children will stay to Year Eight before transferring to senior schools and that we will have a number of children join us into each of these year groups, with a particularly strong intake normally into Year Seven.

\*The Bridge Curriculum was launched in September 2019 as a replacement to the Common Entrance curriculum.

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](http://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>