



APPLICATION PACK

Role

Teacher of Chemistry

September 2023

INTRODUCTION

Eastbourne College is a co-educational HMC independent school of some 640 pupils of whom half are full-time boarders. It is a strong community with excellent links to local schools and Eastbourne.

Academic standards are very high with an average of almost 80 per cent of A-level grades at A*, A or B in recent years. At GCSE, 66 per cent of all grades were awarded 7 to 9 (or equivalent). The College recruits from a wide-ability range, and value-added outcomes are exemplary. The majority of College leavers enter higher education at leading universities at home or abroad.

The College operates as a full boarding school, with day pupils and boarders sharing the same wide curriculum. Day pupils can complete prep in houses; buses run at 6.00pm and 8.00pm on weekdays.

c. 640
pupils

80%
A*, A or B
A levels

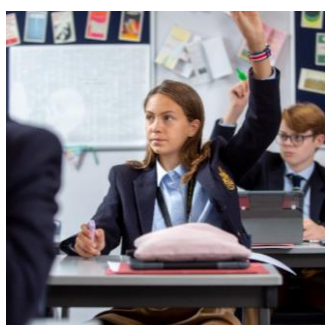
66%
grades 7 to 9
at GCSE

We are proud of our rich, cultural and sporting traditions. The Birley Centre is a hub of music practice, performance, composition and recording. There is an established partnership with Glyndebourne and links with Ballet Rambert, local artists and musical ensembles. College artists exhibit in London, actors have starred in film, TV and the Edinburgh Fringe; the Design and Technology Department wins an extraordinary number of Arkwright scholarships. We have an enviable sports reputation, with Eastbournians competing at county level in cricket, hockey, rugby, netball and tennis; several have gone on to achieve international honours. There are also thriving service programmes, including CCF and Duke of Edinburgh.

As we celebrated our 150th year, the College completed the most ambitious development project in its history with Project 150 delivering 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 we have some of the best facilities of any school in the UK. For further information about Project 150 please visit the website:

<https://www.eastbourne-college.co.uk/about-us/our-future/>

We place great emphasis on a school in which education is built on core values and positive, supportive relationships. These central qualities endure long after a pupil moves on, with the five key values of participation, the pursuit of excellence, integrity, courtesy and kindness being the bedrock upon which their education stands, providing the wherewithal to flourish both at school and beyond.



PURSUIT OF
EXCELLENCE
PARTICIPATION
INTEGRITY
KINDNESS



Our
150th
year



30
State of the
art classrooms





THE POST

THE POST

The College seeks to appoint an inspirational and energetic, full-time Teacher of Chemistry from September 2023. The right person will have a marvellous opportunity to work in a stimulating environment, where resources, buildings, colleagues and pupils all strengthen the process of teaching and learning.

The position would suit an NQT, an experienced teacher wanting to put his or her experience to use in a different context, someone returning to teaching, or a high-calibre graduate without a formal teaching qualification but with the right skills and vision to inspire and motivate young people.

The successful applicant will be expected to teach chemistry to pupils of all abilities throughout the school. Chemistry is a compulsory subject in years 9 to 11 with GCSE students following the AQA Chemistry or Science Trilogy courses. A-level teaching may be available for a suitably qualified or experienced candidate. Sixth form students are also taught the AQA specification. The successful applicant will be expected to share their passion for chemistry by offering enrichment opportunities to pupils outside of the taught specifications.

All members of Common Room are expected to play an additional part in the broader life of the College, e.g., by acting as a tutor in one of the day or boarding Houses, by offering their expertise in coaching team sports, or contributing to music, drama, debating etc. The Chemistry department has a long tradition of wide and varied contribution, recognising the value it brings to relationships with pupils in the classroom.



THE DEPARTMENT

Situated on the top floor of the Science Centre, the department has the benefit of some superb facilities. There are currently six chemistry teachers, who are ably supported by a dedicated full-time chemistry technician. Each full-time member of staff has their own fully-equipped laboratory, in addition to which there is also a project room that is suitable for seminars and individual research.

The department believes strongly in practical work as a vehicle for teaching and learning and is very well equipped with the latest apparatus. There is also a well-stocked prep room and we aim to ensure that opportunities for practical work are not resource limited.

Each laboratory has separate teaching and practical areas with space for up to 24 pupils to work, although set sizes are normally below 20 at all ages, and much smaller in the sixth form.

Each laboratory is equipped with a Prowise touch screen and a digital presenter. The building is fully networked, with wireless technology providing mobile connections to laptops and other mobile devices. Networked printers and a photocopier/scanner are also located within the Science building.



JOB DESCRIPTION

Job Title:	Teacher of Chemistry
Responsible to:	The Head of Chemistry
Job Summary:	To teach Chemistry to pupils of all ages and abilities throughout the school. To play a full role in the development of pupils by contributing to the academic, pastoral and co-curricular life of the College.

Duties and Responsibilities

Academic

- a) To teach up to 38 periods per timetable cycle in consultation with the Head of Department (HoD) and the Deputy Head (Academic)
- b) To prepare and teach lessons in accordance with programmes of study and schemes of work drawn up by the HoD.
- c) To plan lessons such that there is variety, challenge and measurable progress in pupil learning.
- d) To expect and promote the highest standards of pupil behaviour both in and out of the classroom.
- e) To provide differentiated activities to ensure that learning is appropriate and accessible to all.
- f) To set and mark prep in accordance with College and Department policy.
- g) To keep up to date records of pupil progress, sanctions and rewards.
- h) To make a contribution to the strategic development of the department.
- i) To promote and support the wider work of the department through enrichment activities.
- j) To make regular formative assessment of pupil progress through the eRC system as scheduled by the Deputy Head (Academic).
- k) To attend INSET and seek opportunities for CPD in consultation with the HoD and the Head of Staff Professional Development.
- l) To attend parents' meetings and other academic events as requested by the Headmaster or other members of the Senior Management Team.
- m) To assist in the setting and marking of internal examinations as requested by the HoD.
- n) To assist in the marking and moderation of coursework, controlled assessment etc. as requested by the HoD.
- o) To attend department meetings as requested by the HoD.

JOB DESCRIPTION

- p) To attend staff meetings as requested by the Headmaster.
- q) To carry out any other duties associated with the role as requested by the Headmaster or Senior Management Team.

Pastoral

- a) To promote and uphold the College'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 be a tutor in a day or boarding house as directed by the Deputy Head (Pastoral).
- d) To act as tutor to a group of tutees as directed by the Hsm.
- e) To hold regular meetings with tutees to discuss academic progress and any pastoral issues.
- f) To discuss eRCs with tutees and comment as appropriate.
- g) To support the Hsm and House by attending house activities and events.
- h) To support tutees in their wider College lives.
- i) To attend chapel alongside tutees at weekly chapel services and any other school congregational events as requested by the Second Master.

Co-curricular (dependent upon the skills and interests of the appointee)

- a) To play an active role supporting the games and activities programme as directed by the Deputy Head (Co-curriculum).
- b) To provide team /activity lists and carry out other administrative tasks as requested by the Deputy Head (Co-curricular) or the Director of Sport.
- c) To attend INSET and other training courses as appropriate.
- d) To play a role supporting either the CCF or S@S programme on Monday afternoons.

JOB DESCRIPTION

Safeguarding

- The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come 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 they must report any concerns to the School's Designated Safeguarding Lead or, if they are 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.

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) in Chemistry or a closely-related discipline• Evidence of continuous personal and / or professional development	<ul style="list-style-type: none">• Teaching qualification• Post-graduate degree
Knowledge and Experience	<ul style="list-style-type: none">• An understanding of GCSE and A-level Chemistry and the importance in the school curriculum• Involvement in, and support for, co-curricular activities relevant to the College	<ul style="list-style-type: none">• Experience of schools• Experience of working in a boarding / residential environment
Skills	<ul style="list-style-type: none">• An inclusive manner and the ability to work in a team• The ability to interpret quantitative and qualitative feedback; to monitor and evaluate	
Personal Qualities	<ul style="list-style-type: none">• A belief in the College'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 community• Patience, compassion, courage, resolve and objectivity• Dedication, loyalty, commitment and positivity• Capacity for hard work• Being a positive role model for all in the College community by virtue of approachability, personal conduct and standards of expectation	



INFORMATION



SALARY AND CONDITIONS

The College has its own salary scale and the successful applicant will be remunerated at a level representing their qualifications, skills and experience. Specifics of this can be discussed with the Headmaster at interview.

The College offers generous packages of additional benefits and pay; all staff are on a salary scale above the national average and have opportunities for salary progression.

Accommodation may be available for single or partnered applicants, including those with families.

Teachers benefit from a generous rate for the education of their own children, and there are similar arrangements with St Andrew's Prep.

Start date: September 2023



SAFEGUARDING STATEMENT

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.



EQUALITY STATEMENT

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 well-being and education of the pupils.



HOW TO APPLY

To apply, please visit www.eastbourne-college.co.uk/contact/employment-opportunities and click the **Apply Now** button to complete the required application form.

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

Please provide two or three referees, from whom we will request references should you be shortlisted for the post.

- One referee must be your current or most recent employer (for teachers this means your head, or a line manager's reference countersigned by the head).
- Where you are not currently working with children, but have done so in the past, one referee must be from the employer by whom you were most recently employed in work with children.
- Please note, references will not be accepted from relatives or from referees writing solely in the capacity of friends or current employees of Eastbourne College or St. Andrew's Prep.
- Referees will be asked about whether you have been the subject of any safeguarding concerns.
- Referees should be a senior person with the appropriate authority.

Applications should be received by no later than noon on 3rd March 2023



POSTSCRIPT

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

The College provides a safe, urban environment in an attractive part of a peaceful town where pupils have easy access to cinemas, shops 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) and the beach is a five-minute walk away.

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