

APPLICATION PACK

Role

Teacher of English and Drama

September 2022

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 English and Drama from September 2022. 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. Statutory induction is provided for NQTs and there are numerous opportunities for professional development and career progression.

The successful applicant will be expected to teach English, English Literature and Drama to pupils of all abilities throughout the school.



THE DEPARTMENTS

English Department

The department consists of nine teachers with a vast array of experience, and is centrally located in the heart of the College campus. Each teacher has a spacious and modern classroom of their own, complete with Prowise board and sophisticated audio/visual equipment. The Department also houses its own seminar room and a sixth form reading room.

All pupils in year 9 follow a course forging core literature and language skills in preparation for their GCSE years. The College currently follows the CIE IGCSE courses for both Literature and Language. At A-level pupils follow OCR English Literature. Over 70 pupils are currently taking English literature in the sixth form. In the past few years pupils have received offers from some of the country's very best universities to read English.

Teachers are encouraged to follow their own interests within the scope of these courses.

The English department is thriving, with regular trips to the Cheltenham and Charleston Literary Festivals as well as frequent visits to local and London theatres. We also enjoy a dedicated 6th form lecture day, regular junior and senior literary society meetings, as well as plenty of visiting speakers and writers coming to the College.

Drama Department

The department has three full-time teachers and one part-time teacher, assisted by a full-time technician and a part-time (term time) technician / wardrobe supervisor. At GCSE pupils are taught the Eduqas specification and at A-level, the AQA Drama and Theatre Studies course is followed.

The College has enjoyed a long and distinguished reputation for drama productions that involve pupils from all year groups and houses.

For further details of College productions, please see the relevant pages of the school website: <http://www.eastbourne-college.co.uk/Drama>

Performance Spaces

Drama facilities are excellent. College Theatre seats 284 and is at the heart of the school. It is used throughout the year for College productions and a full programme of visiting professional productions as well as numerous house concerts and revues. A brand new foyer and circulation space for College Theatre has been created as part of Project 150, the most extensive development project in the school's history.

The Le Brocq Studio theatre seats 120 and is used for day-to-day teaching, smaller productions and presentations. The outdoor Dell theatre seats 90 and is used in the summer festival week for the lower sixth play and other smaller scale events while the Jennifer Winn auditorium in the recently opened Birley Centre also provides a versatile space with an acoustically-designed, 160-seater auditorium with sprung floor. The Dell Theatre is an outdoor performance space that regularly hosts student-led productions in the summer term.

JOB DESCRIPTION

Job Title:	Teacher of English and Drama
Responsible to:	The Head of English and the Director of Drama
Job Summary:	To teach English and Drama to pupils of all 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.

Academic

- To teach English and Drama to (I)GCSE and A-level as arranged by the Head of Department (HoD) and the Deputy Head (Academic).
- To prepare and teach lessons in accordance with programmes of study and schemes of work drawn up by the HoD.
- To plan lessons such that there is variety, challenge and measurable progress in pupil learning.
- To expect and promote the highest standards of pupil behaviour both in and out of the classroom.
- To provide differentiated activities to ensure that learning is appropriate and accessible to all.
- To set and mark prep in accordance with College and Department policy.
- To keep up to date records of pupil progress, sanctions and rewards.
- To make a contribution to the strategic development of the department.
- To promote and support the wider work of the department through enrichment activities.
- To make regular formative assessment of pupil progress through the eRC system as scheduled by the Deputy Head (Academic).
- To attend INSET and seek opportunities for CPD in consultation with the Director of Drama and the Head of Staff Development.
- To attend parents meetings and other academic events as requested by the Headmaster or other members of the Senior Management Team.
- To assist in the setting and marking of internal examinations as requested by the HoD.
- To assist in the marking and moderation of coursework, controlled assessment etc. as requested by the HoD.

JOB DESCRIPTION

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

Pastoral

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

Co-curricular

- To play an active role supporting the games and activities programme as directed by the Deputy Head (Co-curriculum).
- To provide team /activity lists and carry out other administrative tasks as requested by the Deputy Head (Co-curricular) or the Director of Sport.
- To attend INSET and other training courses as appropriate.
- 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 at all times. 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.

The post holder will be engaging in regulated activity.

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 English or Drama or a closely-related discipline• Evidence of continuous personal and / or professional development.	<ul style="list-style-type: none">• Teaching qualification• Higher degree.
Knowledge and Experience	<ul style="list-style-type: none">• An ability to teach English and Drama to GCSE and A-level• Involvement in, and support for, co-curricular activities relevant to the College.	<ul style="list-style-type: none">• Schools experience• Experience of working in a boarding / residential environment• Experience in academic leadership.
Skills	<ul style="list-style-type: none">• Excellent communication and listening skills• Strong organisational and administrative skills• A high level of ICT competency• 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• An ability to embrace change and development positively• Being a positive role model for all in the College community by virtue of approachability, personal conduct and standards of expectation.	

A photograph of a woman with long blonde hair and glasses, smiling and looking to her left. She is wearing a dark jacket with a crest on the sleeve and a lanyard around her neck. The lanyard has text that includes "Ashbourne College" and "ECL". The entire image is overlaid with a semi-transparent green filter.

INFORMATION



SALARY AND CONDITIONS

The College has its own salary scale (above the national average), and the successful applicant will be remunerated at a level representing their qualifications, skills and experience. Specifics of this can be discussed with the Head 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. The successful candidate will also benefit from a generous rate for the education of their own children, both at the College and at St. Andrews Prep.

The College is a non-smoking establishment.



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 applications@eastbourne-college.co.uk

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

- Applications should be received by no later than 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.

Applications should be received by no later than noon on **Friday 11 March 2022**

All candidates will be contacted shortly after the closing date with interviews taking place at the College thereafter.



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.