



## **Appointment of a Teacher of Biology**

The Head Master invites applications from well-qualified graduates to teach biology throughout the school. The successful candidate will be expected to take up his or her appointment on 1 September 2018.

## **The School**

Eton College, which was founded by Henry VI in 1440 for 70 scholars, has over the years become a boarding school for 1300 boys. It is the largest boarding school for boys in the United Kingdom. The school welcomes boys from all backgrounds and has 130 pupils on merit based scholarships at any one time. Around 20% receive a range of bursarial financial assistance averaging 67% fee remission and over 70 boys receive 100% support. This year the School will spend £6.5m on bursaries and scholarships. This income is not from fees paid by parents but generated from our endowment and donations received. Boys joined us this year from 114 middle and prep schools spread throughout the UK and only 10% of boys come from overseas.

To support this large population of boarding pupils we have 155 full time teachers of boys as well as 100 part-time and visiting music teachers. There are over 650 other employees including domestic staff (in the boarding houses and in the central dining hall), technicians, groundsmen, administrative staff, security, cleaners and a large buildings department. The college and its immediate grounds and playing fields extend over 400 acres from the north end of Eton High Street to the M4 by Slough, bound to the east by the Thames and to the west by a railway. There are some 400 school buildings as well as the Eton College Rowing Centre at Dorney Lake, the London 2012 Olympic venue.

Boys study a broad curriculum during their first year and then choose their GCSE and IGCSE courses that run through the second and third years. Most take 10 or 11 GCSEs at the end of their third year. In the Sixth Form boys usually choose four A level or Pre-U subjects; some double mathematicians choose five. In most cases boys supplement their choice of subjects from one of the wide range of unexamined options courses that become available in the Sixth Form. From September 2017 all courses taught in Year 12 will be linear, with all examinations being sat at the end of Year 13. Standards are generally high, with in excess of 90% of all GCSEs taken awarded A\*/A and in excess of 95% awarded A/B at A level (or Pre-U equivalent). Teachers usually take classes at all levels of the school, and may have an opportunity to offer topics of particular interest to them as non-examined optional courses.

*We will expect the successful candidate to be involved in the school community in a number of ways:*

### **As a Teacher of Biology:**

All masters teach throughout the age and ability range and are expected to contribute to the wider running of the department in a variety of ways (e.g. through contributing to the continued development of teaching resources, organising visits, developing coursework materials, assisting in the running of the Scientific Society, external competitions, taking Oxbridge classes, trialling ICT resources etc). The science department is currently undergoing extensive refurbishment and modernisation, and when this is complete the biology department will be well resourced with eight laboratories and a large preparation room. Each laboratory will be fully equipped for both practical and theory lessons. Currently the department comprises eight full-time biologists, with three full-time technicians.

All boys in the school study biology as well as the other two sciences in Year 9. In Year 10 they may opt to pursue the subject by studying for biology IGCSE which is taken at the end of Year 11. At present the Edexcel specification is followed for IGCSE, and Cambridge Pre-U biology for years 12 and 13, with exams taken at the end of Year 13. Oxbridge classes are provided in the autumn term of Year 13 and able boys are also encouraged to enter the Biology Olympiad in the spring term. Results in the department are strong: in summer 2017 87% of IGCSEs were graded A\*/A, and 52% of Pre-U candidates obtained Distinctions, with 39% achieving D2/D1.

### ***As a Contributor to the Co-Curriculum:***

A schoolmaster is far more than a classroom teacher and a tutor, and the school expects its teachers to contribute whole-heartedly to other aspects of school life. The richness of the life of the school depends upon teachers who, for example, coach sports, direct plays, support and organise society meetings, and take boys on trips to concerts and the theatre locally and in London. Boarding-school life also requires teachers to give of their time at weekends and in the evenings in order to supervise and support boys in the many activities the school offers.

### ***As a Tutor:***

In addition to their House Master, all Eton boys have a personal tutor, who is responsible for their academic progress and the delivery of Personal, Social and Health Education (PSHE). Boys meet in groups of about six with their tutor every week to discuss general academic matters and to pursue courses of study intended to develop their awareness of personal relationships, sex- and drug-related issues, moral behaviour and so forth.

All teachers are expected to contribute to this tutorial programme for which training is given and supporting materials provided. A typical teacher will be allocated one tutorial group in his or her first year and up to two more in subsequent years. The role of tutor is a central part of the life of a teacher and is an essential part of a boy's experience of Eton life. Tutors of younger boys are encouraged to involve themselves in the lives of the boarding-houses from which their pupils are drawn, and are expected to visit their pupils in those houses during the term.

### ***As a House Assistant:***

The Head Master requires applicants for teaching positions at Eton to be committed to life in a boarding school. To that end, almost all new teachers, with very few exceptions dictated by their patterns of work, are expected to act as assistants in boarding houses. In practice this means being

ready to spend about one evening a fortnight in a specified boarding house, relieving the House Master and his Deputy on occasion, and getting to know all the boys. A tutor's pupils often consist in part of boys from the house where he or she is an assistant.

### **Remuneration & Accommodation**

All teachers are accommodated at the school in flats or houses or sometimes (in the case of single teachers) in "colonies" shared with three or four others, which is a good way of beginning at Eton and learning about it.

Accommodation is provided for full-time staff free of rent, council tax, buildings insurance and general maintenance costs. Applicants will be asked about their accommodation needs on appointment so that the school can plan ahead. The Eton College salary scale is substantially above that for the state sector, and teachers are expected to be committed to the total life of the school. All teachers are able to join the Teachers' Pension Scheme.

### **Induction and Probation**

Eton's appointment, induction and probation procedures satisfy the statutory requirements that allow NQTs to achieve QTS and register with the Department for Education.

All appointments are probationary for the first two years. In practice, newly-appointed teachers will be given a clear indication of their progress during their first year, and an unequivocal decision about their future employment will be made at the latest by the end of their fourth term. The procedure will be explained in detail at interview.

All teachers joining Eton will have the benefit of guidance by an experienced and trained mentor whose role it will be to help them through the first few terms of their employment. The school believes in, supports and resources an extensive system of professional development and training, and all teachers are expected to participate in it throughout their careers.

### **Statutory and Other Checks**

All appointments will be subject to a satisfactory Enhanced Disclosure from the Disclosure and Barring Service; the College reserves the right to make other required checks. Applicants should note that the College, in addition to requiring three satisfactory references, is required to seek references from the most recent employment where a candidate has worked with children.

Candidates should ensure that their application form provides sufficient information to enable the college to follow their complete employment and other history since leaving school.

All appointments are conditional upon completion of a confidential pre-employment medical questionnaire and, if needed, a referral to the School Occupational Health Advisor.

Candidates invited for interview will be required to provide the College with original documents that verify identity and all qualifications adduced. They will also be asked to teach a lesson.

*It is the post-holder's responsibility to promote and safeguard the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact; also to adhere to, and ensure compliance with Eton College's Safeguarding Policy 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, s/he must report any concerns to the Lower Master or to the Head Master.*

## **Applications**

Applicants are invited to submit their application forms, letters of application, and the names, addresses and telephone numbers of three referees (one of whom at least should be a current employer or, for new graduates, a university supervisor) to the address below. It is the responsibility of applicants to ensure that their referees are willing and able to provide references shortly after the time of application. Testimonials must not be sent.

To apply for this position please download and complete the application form from the College website: <http://www.etoncollege.com/TeachingPosts.aspx>

Completed forms should be emailed to:

[teacherrecruitment@etoncollege.org.uk](mailto:teacherrecruitment@etoncollege.org.uk)

Alternatively completed forms may be sent to:-

Mrs Lynne Wood  
Teachers' Recruitment  
Eton College  
Windsor  
Berkshire  
SL4 6DW

**Closing Date:** Thursday, 25 January 2017 at 1.00 pm

**Interviews to take place:** Week commencing 29 January 2018

Please note, in light of the considerable number of applications that Eton is pleased to receive for all positions advertised, we will not enter into correspondence with unsuccessful applicants regarding reasons why they were not shortlisted or interviewed.

### **Person Specification for a teacher at Eton College**

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Education and Qualifications</b>	A good honours degree in a relevant subject	A recognised teaching qualification e.g. PGCE
<b>Experience/Knowledge</b>	A passion for the subject taught Interest in young people Commitment to sustain a 7 day a week boarding environment Good subject knowledge	Relevant classroom teaching experience Experience of working in a boarding school environment

	Good understanding of the relevant curriculum	
<b>Teaching and Learning</b>	<p>Continue to improve teaching and learning</p> <p>Ensure standards of behaviour are met at all times</p> <p>Good communication skills with staff, students, parents and support staff</p> <p>Commitment to the role of a tutor</p> <p>Commitment to safeguarding and the welfare of students</p> <p>Commitment to continued professional development</p>	<p>Innovative approach to curriculum delivery</p> <p>Drive initiatives and generate ideas</p> <p>Strong interest in the role of ICT in teaching and learning</p>
<b>Skills and Attributes</b>	<p>Develop and maintain good working relationships</p> <p>Work as part of a team</p> <p>Act as a role model for staff and students</p> <p>Willingness to participate in a range of co-curricular activities</p> <p>Contribute whole-heartedly to other aspects of school life</p>	
<b>Personal Qualities</b>	<p>Ability to motivate and inspire students</p> <p>Enthusiasm</p> <p>Passion for teaching</p> <p>Excellent interpersonal skills</p> <p>Ability to reflect and self assess</p> <p>Ambition</p> <p>Stamina and emotional resilience</p> <p>Commitment to the ethos and values of Eton College</p>	

*Eton College is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an Enhanced Disclosure from the Disclosure and Barring Service.*