

INFORMATION  
FOR CANDIDATES

Each day, discovery.



ELTHAM COLLEGE





# About Eltham College

Eltham College is a thriving independent day school currently catering for boys aged 7 to 18, with a co-educational Sixth Form. From 2020, it will begin to move towards becoming a fully co-educational day school, when it welcomes its first intake of girls alongside boys in Year 3 and 7.

It is a highly successful and exciting school which aims to provide a broad and balanced education that will prepare them for the modern world. The school is regularly found amongst the leading academic schools in the country and boasts many county and national players in a range of sports. The broader co-curricular programme is wide and diverse.

The College also has a distinctive character, born out of its Christian heritage, and continues to focus on the care of the individual. Strong pastoral care and a relaxed and unpretentious atmosphere make the school a happy and vibrant place.

There is an ambitious programme of development and expansion as well as a strong emphasis on staff development. Many staff choose to stay; but equally others are prepared and trained for future promotion in leading HMC schools.

## HISTORY

The College was founded in 1842 as the School for the Sons of Missionaries. It was a small boarding school catering for those children whose parents were serving overseas, famously including Olympian Eric Liddell. The school moved to its present extensive site in Mottingham in 1912, with just under 70 acres of playing fields surrounding an elegant 18th century mansion. The school developed into a day school and now has over 900 students in total, with 240 pupils in the associated on-site Junior School and c250 students in the co-educational Sixth Form.

## LOCATION

Eltham College is fortunate to occupy a spacious and pleasant site in the London Borough of Bromley, adjacent to the boroughs of Royal Greenwich and Lewisham. The College has easy access to the Kent countryside and the M25, which is just 15 minutes away. There are frequent fast trains to London Bridge, Cannon Street, Charing Cross and Waterloo East (15-20 minutes). The majority of students live locally but the catchment area is expanding and students are drawn from Kent, Dulwich, Croydon, Canary Wharf and Docklands.

## FACILITIES

The College enjoys superb facilities which have been improved considerably in recent years, including the new Turberville Centre for the Mathematics, Languages and Music departments. A new Sixth Form Centre and dedicated medical and wellbeing facilities have also been completed.

Further plans for science and sport development in both the Senior and Junior Schools will be introduced over the next four years.

## ADMISSIONS

Students are mainly admitted at the ages of 7,11 and 16 via our own entrance examination. The school is academically highly selective, with at least five applicants for every place. Approximately half our students come from primary schools and half from the preparatory sector. The school has an unusually wide social mix, thanks, in part, to our generous Bursary scheme, which provides financial assistance for those unable to afford the full fees. In the most deserving cases, remission of up to 100% of fees is available.

## CURRICULUM

Eltham College has maintained its academic ethos. The curriculum is broad and balanced, incorporating both traditional and modern elements: for example, all students in the Junior School study French, German and Mandarin. In the Senior School, most students take ten GCSEs and three or four A levels, chosen from an increasingly wide range of subjects.

## EXAMINATION RESULTS

Recent examination results placed Eltham College amongst the top day schools in the country: at GCSE 90% of grades 7-9, and the vast majority of Sixth Formers start with the equivalent of straight A\*/A profiles. The A level results are consistently over 90% A\* to B. Almost all students go on to Russell Group universities and, over the past five years, more students have taken places at Oxford or Cambridge than any other university.

## BEYOND THE CLASSROOM

The College is equally proud of the co-curriculum that provides an impressively wide range of opportunities while ensuring that academic potential is fulfilled. Eltham College has an enviable reputation in Sport, Music and Drama: The College has a number of international and Olympic standard sports coaches; the quality and range of Music compares favourably with specialist Music schools; and audiences are frequently treated to spectacular Drama productions in our purpose-built theatre.

The majority of students participate in the vast amount of clubs and societies available, including (to name but a few), The Duke of Edinburgh's Award Scheme, Debating Society, Chess, Climbing Club, Eco-Eltham, Rocket Club and Water Polo. Students are encouraged to help those less fortunate than them by participating in charity fundraising events and the Lower Sixth Formers take part in our Community Service scheme.

Trips and expeditions are a major feature of life at Eltham College. These range from the traditional UK visits to more ambitious overseas trips, which in recent years have included Nepal, Uganda, Italy and China. Language trips and exchanges are encouraged. Sports, Drama and Music tours are frequent occurrences, and have included the USA, Australia and South Africa.



## PASTORAL CARE

Eltham College values all members of the school community as individuals with the aim that all students should be happy at school, in the belief that by being happy, they are more likely to be successful. Within each year group, students are under the daily care of their Form Tutor, who works closely with other staff, as well as the Heads of Section, to ensure a co-ordinated and supportive approach. There is a peer support service and, for those in difficulty, there is an informal counselling service available through the Chaplain and our qualified school nurses, as well as a more formal in-house counselling provision.

## RELIGIOUS AFFILIATION

Eltham College was founded as a school for the Sons of Missionaries and still upholds these founding Christian principles, whilst accepting students of all faiths or none. The College has its own chapel and all students and staff from Year 6 upwards are expected to attend a weekly service led by the Chaplain, a member of the senior staff or by students.

## STAFF

There are over 100 members of teaching staff and approximately 90 support staff. All are highly committed and give freely of their time to help students to achieve their potential.

The College is organised so that each department shares a suite of

classrooms or laboratories, and most have a departmental office, normally adjacent to its teaching space. Departments are extremely well resourced, and all teachers are provided with Microsoft Surface tablets which can connect to display screens in each classroom.

There are a number of departmental technicians and the School Office provides support with a variety of tasks. All departments have access to the well-stocked Mervyn Peake Library and to assistance provided by IT Support and the Reprographics Office.

Class sizes are capped at 24 in Years 7 and 8. For GSCE, sets are often smaller than the ceiling of 22 students and A level classes typically range from 8 to 14 students. The maximum teaching load is 75% (less for staff with additional responsibilities), and we provide full induction for NQTs, enabling them to gain QTS. Professional development is strongly encouraged and generously financed. The Headmaster is personally committed to staff development and offers a series of devolved leadership projects every year to ambitious and talented staff who are seeking either senior leadership experience or promotion and career development. Staff are frequently successful at gaining promotions to other leading HMC schools.

There is a lively Common Room with a good balance of age and experience. All teaching staff are expected to involve themselves fully in the co-curricular life of the school. There is no teaching on Saturday mornings, but many sports fixtures and other activities – such as play rehearsals, Music ensembles and conferences – take place at weekends. Eltham College is a non-smoking environment.

Further details of the school can be found by visiting our website:

[www.elthamcollege.london](http://www.elthamcollege.london)



## STAFF BENEFITS

Eltham College has its own generous salary scale and all teaching staff are automatically members of the Teachers' Pensions Scheme. A non-contributory defined contribution scheme is available for all support staff. Children of staff can be educated at the school and, at the discretion of the Headmaster, may receive a tuition fee reduction for both Junior and Senior Schools. Lunch is provided free of charge during term time. All staff also have access to the Eric Liddell Sports Centre's swimming pool, fitness room and other facilities at designated times, free of charge. An accommodation package may be available.

## CHILD PROTECTION

Eltham College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the College's Safeguarding Policy and Privacy Notice (available on the school website), and are required to declare any criminal convictions or cautions, or disciplinary proceedings related to young people. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. Further details are given on the application form.

## EQUAL OPPORTUNITIES

Eltham College is an equal opportunities employer and welcomes applications from all sections of the community. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience).

## APPLICATIONS

Applicants are asked to complete the Staff Application Form (which is also available on the school website) and send it with a supporting statement, addressed to the Headmaster, as soon as possible. Applications will be considered in the order in which they are received, and the school reserves the right to make an appointment prior to the closing date.

Short-listed candidates will be invited to attend an interview with senior staff which will explore each candidate's ability to perform the duties of the post, subject knowledge, ability to relate appropriately to students and colleagues, organisational and pastoral skills, and willingness to contribute to the school community. Applicants for academic positions will also be required to teach a lesson.

Applications should be addressed to the Headmaster and sent (by post or by email) to Mrs G Collier, HR Manager, at the address below.



# How to find us

### **Mottingham / Grove Park**

Frequent fast trains from London Bridge, Cannon Street, Charing Cross and Waterloo East (15-20 minutes).

### **A20**

Postcode for satnav: SE9 4QF  
Easy access to the Kent countryside and the M25 (15 minutes away).

### **Eltham College**

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London SE9 4QF

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**[www.elthamcollege.london](http://www.elthamcollege.london)**