



***Eton College is committed to creating and sustaining an environment that values and celebrates the diversity of its staff and pupils. We believe in equal opportunity for everyone, irrespective of gender, ethnicity, age, sexual orientation, belief, disability, current lifestyle or social demographic background.***

### **Appointment of a Teacher of History**

The Head Master invites applications from well-qualified graduates to teach History throughout the school. The successful candidate will be expected to take up their 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 over 1300 boys, 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. 10% of boys come from overseas.

To support this large population of boarding pupils we have approximately 160 full time teachers as well as 100 part-time and visiting music teachers. There are over 650 non-teaching staff employed to ensure the smooth running of the school, in jobs ranging from clinical psychologists, to grounds staff to IT. The college extends over 400 acres and has excellent transport links. There are some 400 school buildings including excellent theatre, sports, Music, Art and rowing facilities. The school has an active outreach programme and a flourishing partnership with several schools.

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 benefit from sharing the varied expertise and enthusiasms of staff in a wide range of unexamined options courses that become available in the Sixth Form. All courses taught in Year 12 are linear, with all examinations 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).

*The successful candidate will be involved in the school community in a number of ways:*

### ***As a Teacher of History:***

History at Eton is a compulsory subject for Year 9 with all boys studying an internally-designed course which explores the themes of 'Revolution and Radicalism', and 'Power, Conflict and Destruction', and which offers considerable autonomy to teachers and opportunities for project-based learning. The overwhelming majority of boys, around 200, go on to study the subject in Years 10 and 11 in which we follow the CIE IGCSE course. Over 200 boys study in the department in the sixth form. Since 2015 we have been following the CIE Pre U qualification. At sixth form level the department offers discrete specialised courses in medieval, early modern, and modern history, as well as history of art [also CIE Pre U] which is overseen by a separate head of subject within the department. An ability to teach history of art (or politics) would be an additional recommendation.

The department consistently achieves excellent results in public examinations. In 2017, 96% of IGCSE entries were graded at A or A\*, with 79% at A\*. At Pre-U level 80% of entries were awarded Distinction (equivalent to A or A\*), with 25% given D2 or above (A\*). Outside of the realm of public assessments, the department is committed to ensuring that boys are well prepared for life beyond the classroom. We have a number of prizes, both independent essays and examinations, which challenge all of our pupils to look beyond the confines of the curriculum. Students are also encouraged to enter external essay competitions. We run a number of trips to enhance boys' knowledge and enthusiasm; every year, boys visit the First World War battlefields and Berlin, and other recent destinations include Italy and the United States. We have a thriving history society, which hosts a wide range of speakers on a variety of subjects. Typically between 25 and 30 boys apply each year to read history at Oxford or Cambridge and many go on to study the subject at university.

The department consists of 14 full-time teachers teaching across the age range, and is reflective, forward-looking and collegial. Classrooms are based in our well-resourced departmental building, which also houses a departmental common room, seminar room and an extensive history library.

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

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. Boarding-school life also requires teachers to support and supervise boys in the many activities the school offers, and this may be at weekends and evenings.

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

All Eton boys have a personal tutor, who takes an interest in their academic progress, well-being 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 their first year and up to two in subsequent years. Tutors of younger boys are encouraged to involve themselves in the lives of the boarding-houses from which their tutees are drawn, and to visit these boys in houses during the term.

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

As is the norm in most boarding schools, all new teachers 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 getting to know all the boys.

### **Remuneration & Accommodation**

There are approximately 160 full-time teachers at Eton. All are accommodated at the school in flats or houses, or sometimes 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 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.

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 Designated Safeguarding Lead or to the Head Master.*

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

Criteria	Essential	Desirable
<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 Good understanding of the relevant curriculum	Relevant classroom teaching experience Experience of working in a boarding school environment
<b>Teaching and Learning</b>	Continue to improve teaching and learning Ensure standards of behaviour are met at all times Good communication skills with staff, students, parents and support staff Commitment to the role of a tutor Commitment to safeguarding and the welfare of students Commitment to continued professional development	Innovative approach to curriculum delivery Drive initiatives and generate ideas Strong interest in the role of ICT in teaching and learning

<b>Skills and Attributes</b>	Develop and maintain good working relationships Work as part of a team Act as a role model for staff and students Willingness to participate in a range of co-curricular activities Contribute whole-heartedly to other aspects of school life	
<b>Personal Qualities</b>	Ability to motivate and inspire students Enthusiasm Passion for teaching Excellent interpersonal skills Ability to reflect and self assess Ambition Stamina and emotional resilience Commitment to the ethos and values of Eton College	

### **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:** Monday 21 May 2018 at 1.00 pm

**Interviews to take place:** Week commencing 21 May 2018

Please note, in light of the considerable number of applications that Eton is pleased to receive for all positions advertised, we are unable to enter into correspondence with unsuccessful

applicants regarding reasons why they were not shortlisted or interviewed. If you have not been contacted by Friday 25 May, unfortunately you have not been shortlisted for this role.

***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.***