

# INFORMATION FOR CANDIDATES

Each day, discovery.



ELTHAM COLLEGE





# About Eltham College

Eltham College is a thriving, co-educational independent day school for students aged 7 to 18, comprising a Junior School and a Senior School with three sections (Lower, Middle and Sixth Form) in the Senior School.

Over the past few years, the school has grown considerably and there are now more than 1,000 students at Eltham College. Girls have been part of Sixth Form life for over 45 years and, from 2020, have been able to join Years 3 and 7 as well, where they currently account for between a third and half of the intake. The school will be fully co-educational by 2024.

We are a highly successful and exciting school which aims to provide a broad and balanced education that prepares students 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, as well as exceptionally talented musicians, actors and artists. The broader co-curricular programme is wide and diverse.

The College has a distinctive character, born out of its Christian heritage, and we have continued to focus on the care of the individual as we have grown in recent years. Strong pastoral care, an energetic House system that promotes collegiality, and a relaxed and unpretentious atmosphere make the school a happy and vibrant place for students and staff.

Alongside the ambitious programme of school development and expansion, a strong emphasis is placed upon staff support and development.

## HISTORY

The College was founded in 1842 as the School for the Sons of Missionaries. We were a small boarding school catering for those children whose parents were serving overseas, famously including Olympian Eric Liddell.

We moved to our 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, admitted girls into the Sixth Form in 1978 and we now have more than 1,000 students in total, with 240 pupils in the associated on-site Junior School and c250 students in the co-educational Sixth Form.

## MISSION AND AIMS

The School's Mission, which is supported by its seven School Aims is to be:

A thriving, leading London day school, built upon Christian principles, that provides an outstanding and well-rounded education for girls and boys. It's Aims are:





## LOCATION

We are fortunate to occupy a spacious and pleasant site in the London Borough of Bromley, adjacent to the boroughs of Royal Greenwich and Lewisham. There is easy access to the Kent countryside and the M25, which is just 15 minutes away. Parking is available on site. Mottingham and Grove Park stations are within walking distance and 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 large, and students are drawn from Kent, Dulwich, Croydon, Canary Wharf and Docklands. Many students make use of the school coach service.

## FACILITIES

We are fortunate to enjoy superb facilities which have been improved considerably in recent years. In 2019, the new Turberville Centre for the Mathematics, Languages and Music departments was opened, along with a new Sixth Form Centre and dedicated medical and wellbeing facilities.

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

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 several 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.

Eltham College is a non-smoking environment.

## 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. Priority is given to siblings of existing students.

Approximately half our students come from primary schools and half from the preparatory sector. Our Junior School students enjoy a smooth transition to the Senior School, as they are not required to sit the Senior School entrance exam.

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

We see academic excellence as one of our key priorities. The curriculum is broad and balanced, incorporating both traditional and modern elements: for example, all students in the Junior School study French and Mandarin.

Students study at least one modern language to GCSE, and separate sciences are available to all. Most students take ten GCSEs and three or four A Levels, chosen from a wide range of subjects.

In the Junior School, forms have between 18 and 22 students at Year 3 and 4, with a maximum of 24 students in Years 5 and 6. In all years, these are divided into smaller sets for subjects such as Maths.

In the Senior School, class sizes are capped at 24 in Years 7 and 8. For GCSE, sets are often smaller than the ceiling of 22 students. A Level classes typically range from 8 to 14 students.





## EXAMINATION RESULTS

Recent examination results placed Eltham College in The Times' top 30 Independent Secondary Schools in the country for 2020.

At GCSE 85% of grades are 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, with increasing numbers of students also applying for elite American and European universities.

## BEYOND THE CLASSROOM

We are equally proud of the co-curriculum that provides an impressively wide range of opportunities, while ensuring that academic potential is fulfilled.

We have an enviable reputation in Sport, Music, Drama and Art. We have several 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. We are also home to the Gerald Moore Gallery – a contemporary art gallery that promotes learning and wellbeing through art to our students and to our neighbours in the wider community.

The majority of students participate in the extensive number 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 themselves 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 school life. 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.

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 take place at weekends.

## PASTORAL CARE

People and the relationships they forge are what makes the school a special place. We value all members of the school community as Individuals. It is this personal care that promotes wellbeing, ensures our students feel supported at school and go onto achieve the best possible outcomes.

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 Year and Section, to ensure a co-ordinated and holistic approach. For those experiencing difficulty, support can be found in a range of places, from peer mentors to the Chaplain, school nurses, and school counsellor.

## 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. We have our 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

We have around 200 members of teaching staff (including teaching support roles) and approximately 150 general support staff.

All are highly committed and teachers give freely of their time to help students to achieve their potential, and form a lively Common Room with a good balance of age and experience. The maximum teaching load is 78% (less for staff with additional responsibilities).





## PROFESSIONAL DEVELOPMENT

Whether you are interested in being the best classroom teacher or support staff member that you can be, or you are interested in promotion to middle or senior leadership, we have a strong professional development programme which is encouraged and generously financed. This includes external courses, an internal CPD programme of lunchtime and twilight sessions, speakers being brought in to deliver in-school sessions and learning from peers and colleagues.

The Headmaster is personally committed to staff development and spearheads the Devolved Leadership Programme, which is open to all academic and support staff. This enables ambitious and talented staff who are seeking either senior leadership experience or career development to undertake a whole-school project, with mentoring from a current senior leader.

We provide an in-school programme for graduates undertaking teacher training, and full induction for Newly Qualified Teachers, enabling them to gain Qualified Teacher Status. We also encourage and fund support staff to undertake relevant professional training in their area of work.

## 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.

Lunch is provided free of charge during term time.

Children of staff can be educated at the school and, subject to certain conditions, may receive a tuition fee reduction for both Junior and Senior Schools.

All staff also have free membership of the Eric Liddell Sports Centre, giving you, your spouse and children access to the swimming pool, fitness room and other facilities at designated times, free of charge.

An accommodation package may be available.

We also offer a cycle to work scheme, interest free season ticket loans, sabbaticals for long serving staff, discounted gift cards and free eye tests and flu vaccinations.





## 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 apply via the TES website [www.tes.com/jobs/employer/eltham-college-1053071](http://www.tes.com/jobs/employer/eltham-college-1053071) and the details contained therein, unless specified otherwise.

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.

Any queries relating to applications should be addressed to Emma Hutchinson, HR Manager, via [hr@eltham-college.org.uk](mailto:hr@eltham-college.org.uk).

Further details of the school can be found by visiting our website: **[www.elthamcollege.london](http://www.elthamcollege.london)**



# 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)**