



FRANCIS HOLLAND

SLOANE SQUARE

DEBATER IN RESIDENCE

JOB APPLICATION PACK

TERM TIME ONLY | PERMANENT | SEPTEMBER 2026



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LONDON
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FRANCIS HOLLAND SLOANE SQUARE

General Information

Francis Holland Sloane Square is a highly sought-after, independent selective school for 600 senior pupils aged 11 to 18 (HMC and GSA). The School is located on a spacious site in a beautiful residential part of Belgravia, close to the Saatchi Gallery and many cultural institutions such as the Victoria and Albert Museum, the Science and Natural History Museums, the Royal Academy and the Tate Galleries. The proximity to Imperial College offers us unparalleled access to lectures and support.

The School has enjoyed some significant building developments in recent years to accommodate a dramatically increasing roll and our vision for creative learning for the real world. Most recently, the Sixth Form (150 pupils) has moved into a spacious and inspirational building called The Old School House, which forms a bridge to higher education and provides an exciting environment for young people to develop their independence.

Francis Holland Sloane Square is overall a vibrant international community, and families from major cities abroad often seek places for their children here as a priority. Each member of staff is involved in the pastoral life of the School, normally as a Form Tutor, and the care of the children is renowned and exceptional. A team of counsellors provide additional support to the pupils and staff, reflecting our emphasis on supporting wellbeing.

A very wide range of co-curricular opportunities is also offered to the pupils, and all staff contribute to this vibrant and vital dimension of the School. Over sixty clubs and societies, outstanding music and drama opportunities and our renowned art department are complemented by an exceptional sporting reputation which benefits from the superb facilities of nearby Battersea Park. Overseas trips and annual expeditions for all pupils build resilience and independence. The School has a distinctive emphasis on creativity and innovation, and all pupils learn to use their 'time, talent and treasure' in the service of the local and wider community. Volunteering and fundraising are strong, and all students develop an understanding of social enterprise, with many setting up their own business ventures.

Academic standards are consistently high throughout the School, placing it amongst the most successful schools in the UK with outstanding results at [GCSE](#) and [A Level](#). On leaving, after A Levels, students proceed to a wide range of prestigious higher education institutions across the globe. The staffing ratio is generous, and the School has its own attractive salary scale.



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The Role

This is an excellent opportunity for a dedicated and personable Debater in Residence to support and develop our debating and public-speaking programme. Co-curricular debate clubs run twice a week and there are regular competitions, both BP style university and MACE schools led. Last year we progressed through the west London round of ESU MACE.

The Debater in Residence is responsible for developing, managing, and promoting a high-quality debating programme that builds students' critical thinking, public speaking, research, and leadership skills. They will work closely with the Head of Debating and Director of Oracy to ensure that FHS continues to have a thriving Debating programme.

The successful candidate will demonstrate strong team building, communication skills, warmth and empathy. They will have a high-level of organisational and interpersonal skills, be committed to maintaining the nurturing and supportive ethos of the school, and be an enthusiastic, caring and positive role model within the School community.

Our ideal candidate will be a recent school leaver, current university student, or recent graduate with a passion for debate. They will have extensive personal experience of competitive debating at a high level and of convening and judging school competitions and a passion for helping young people develop as debaters, including beyond the classroom (e.g. answering emails from students about motions).

They will create an approachable and friendly environment in the classroom, be capable of working independently with initiative, and be a competent organiser. They will be available during some term-time weekends to accompany FHS teams to tournaments (exact requirements negotiable) and be based in London during term time.

Responsibilities:

- To take responsibility for the safeguarding of young people in line with the school's policies and procedures.
- In conjunction with the Head of Debating, plan and oversee the Senior School's co-curricular debating programme.
- Working with and instructing pupils between the ages of 11 and 18.
- Preparing for and delivering two 90-minute workshop sessions after school. Sessions should include both skill-based and content-based material and should be interactive with drills and exercises and practical debates.
- Train students in debating formats (e.g. British Parliamentary, ESU MACE).



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- Develop students' skills in argument, rebuttal, research, teamwork, and delivery
- Support the Head of Debating in selecting and preparing teams for internal and external debating competitions.
- Help organise participation in inter-school, regional, and national debating events.
- Train students (and staff where relevant) in adjudication standards and practices.
- Ensure fair, consistent judging in internal competitions.
- Provide constructive feedback to debaters and teams.
- When needed, accompanying groups of pupils to in-person and online events. Providing constructive feedback in an appropriate manner to students to help them improve over time. During tournaments, watching the rooms that FHS teams are participating in to provide feedback.

Skills:

- Excellent interpersonal skills, with the ability to relate well to people on all levels, and to show ambition for the School and its direction
- Ability to work effectively as a member of a team, to show initiative and imagination and to have vision and the ability to inspire others
- Excellent written and spoken English
- Ability to work independently as well as part of a team.
- Excellent communication (verbal and written), organisational, and leadership skills
- Ability to motivate and manage students of varying abilities
- The ability to apply behaviour management policies and strategies which contribute to a purposeful learning environment.
- Commitment to inclusivity, student wellbeing, and professional standards
- Competence in the use of ICT to support teaching and learning.
- The ability to work calmly under pressure and to adapt quickly and effectively to changing circumstances/situations.
- Organise and keep effective records.
- A willingness to be flexible, professional and committed to supporting the wider life of the school.

Experience and Qualifications:

- Strong background in debating, public speaking, or related academic activities.
- Experience of coaching and/or mentoring students.
- Experience in competitive school and/or university debating.
- Prior adjudication experience in recognised debating formats.



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- Experience working with young people in a developmental or learning environment, preferably in a secondary school.
- Experience organising tournaments or large student events.
- An understanding of the independent school sector.

Remuneration:

The rate of pay for this role will be:

- £60 per hour, inclusive of holiday pay, plus Support Staff pension
- £250 full day/weekend, inclusive of holiday pay, plus Support Staff pension



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Role Expectations

Detailed below are the main professional requirements expected of all staff at Francis Holland:

- to act in accordance with the aims, policies and procedures of the School and department;
- to foster a disciplined and stimulating learning environment and to encourage enthusiasm for learning, and understanding of the subject;
- to teach and prepare carefully allocated lessons using resources and strategies suited to the age and ability of the girls, in accordance with the syllabus; to contribute to planning schemes of work, as appropriate;
- to be responsive to the needs of individual pupils and to liaise with the Head of Learning Support and other staff with specific requirements when necessary;
- to set prep, mark work and keep records as required; to monitor the progress of allocated groups and individual students; to assist in invigilating, setting and marking examinations, and in internal moderation;
- to be punctual and to meet deadlines;
- to attend staff and departmental meetings when in school, and to contribute as appropriate to administration and development; for example, to contribute to discussion and development of teaching and learning strategies;
- to keep up to date with subject and professional developments
- to attend parents' evenings and meetings with parents, write reports and respond to parental inquiries;
- to take appropriate educational visits; to support/contribute to co-curricular activities as may be reasonable; to attend church services, certain special events and designated assemblies;
- to take pastoral responsibility as appropriate;
- to follow Health and Safety procedures;
- to share in the provision for cover for absent colleagues and other duties;
- to foster good relations within the school community;
- to carry out any other responsibilities which may be reasonably be required or delegated by the Head of Department and/or Head;
- FHS is committed to safeguarding and promoting the welfare of children and the successful applicant will be subject to DBS clearance.



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Application

Interested candidates are invited to submit an application via My New Term. The closing date for applications is **8:00am on Monday 22nd June**. Interviews will take place w/c **Monday 22nd June**. Applications will be considered as they are received. The school reserves the right to appoint at any stage.

All appointments at Francis Holland School are conditional upon clearance by the Disclosures and Barring Service (DBS testing).

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. As part of the recruitment process, online and social media checks will be carried out prior to interview. Appointment to this role is subject to statutory safeguarding checks, including a satisfactory DBS certificate and references. This post is classed as regulated activity with children, as it involves the teaching, training, or supervision of children on a day-to-day basis, and is therefore exempt from the Rehabilitation of Offenders Act 1974.