



SURBITON

HIGH SCHOOL

Job Description

Job Title:	Early Years (EYFS) Teacher and Lead at Surbiton High Boys' Preparatory School
Job Purpose:	To lead on the school's provision for EYFS, providing opportunities to inspire, encourage and empower them to achieve their very best.
Reporting Line:	Head of the Boys' Preparatory School
Start Date:	January 2027
Tenure:	Permanent, Full-time
Salary:	Competitive – based on the Surbiton High School Pay Scale, plus TLR

At Surbiton High Boys' Preparatory School we have an excellent record of academic achievement which is achieved through a thorough, exemplary curriculum from Reception through to Year 6. Our School is a place where children learn from exceptional, passionate teachers and Educational Support Staff in a community where learning is prized and curiosity welcomed. Working at Surbiton High School you will be surrounded by inspiring colleagues who are leaders in their profession. Our 75 dedicated teaching and support staff inspire and encourage each of our 230 pupils, enabling them to fulfil their potential, whilst helping them to recognise their own qualities and strengths. The journey to the boys' chosen senior schools is an opportunity for us to carve a fruitful foundation for the challenges of adulthood.

Surbiton High Boys' Prep helps our pupils to explore who they are and what they are striving for. Our boys leave us as confident, happy individuals who are ready to face the challenges of the next step in their journey, and we are looking for a passionate EYFS Teacher and Lead who will share this goal and vision for our pupils.

Principal Accountabilities:

- Develop teaching and learning initiatives within the EYFS that improve whole-school outcomes, as well as the progress and attainment of every pupil. Analyse data and formulate action plans to further improve outcomes. This will include:
 - Having a clear understanding of what constitutes outstanding teaching and learning.
 - Providing a challenging, broad, exciting and memorable curriculum leading to excellent academic outcomes for all pupils which are consistent and show progression.
 - Providing outstanding opportunities for personal development that enable all pupils to become the very best they can be.
 - Having a clear understanding of teaching and learning strategies in EYFS and modelling these in the classroom.
 - Developing a wide variety of stimulating approaches to teaching and learning such that all lessons are effectively paced, rigorous, and fully involve pupils in their own learning.
 - Taking a lead role in the planning and monitoring of lessons.
 - Leading on the assessment of Early Learning Goals, in collaboration with the Head.
 - Attending local Cluster groups and forums to develop an understanding of EYFS practices, ensuring that the School adheres to local and national expectations.
 - Showing a commitment to ensuring equality of opportunity for all learners.



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- Support the induction and training of staff within the EYFS, finding the best in everyone and enabling colleagues to continually develop their professional talents and skills.
- Use emotional intelligence to help build and lead teams, holding yourself and others to account. Accept corporate collective responsibility for decisions made and ensure that such decisions are implemented through effective teamwork.
- Take an active lead in promoting the School to stakeholders, including:
 - Visible involvement at School events.
 - Participation in recruitment opportunities for both pupils and staff.
 - Supporting the Head of the Boys' Preparatory School in preparing and delivering communications on EYFS matters for internal and external stakeholders.
 - Taking a lead role in supporting the School's marketing strategy to ensure its attractiveness in the wider market and secure optimum pupil numbers.
- Work with the Head of the Boys' Preparatory School and members of the SLT to plan, implement and execute on aspects of the school's strategic plan.
- Foster effective relationships with parents and pupils in the EYFS, in relation to individual pupil performance, behaviour and wellbeing.
- Lead on Nursery/Infant transition in the Boys' Preparatory School, ensuring:
 - Timely and relevant advice to parents;
 - Pupils are well prepared for transition;
 - Appropriate liaison with feeder schools.
- Support the work of the *Assistant Principal – Compliance, Health & Safety & Whole-School Organisation*, in ensuring there are compliant and effective policies and procedures in place.
- Take on whole class teaching with an EYFS class.
- Liaise with others in United Learning schools, Central Office and beyond to share ideas and develop best practice in leadership and teaching.

1. Teaching & Learning

- Plan, prepare and teach the 7 areas of learning in the Early Years Foundation Stage to cater for the needs of all children within the EYFS class.
- Work closely with the EYFS team to ensure curriculum coherence, inclusion, progression and appropriate coverage.
- Teach all subjects as required to a class of pupils, undertaking all of the duties expected of a class teacher.
- Maintain up to date knowledge of the EYFS framework to ensure learning is ambitious, inclusive and developmentally appropriate.
- Implement and use assessment effectively to inform planning, adapt teaching and identify next steps for pupils.
- Provide inspiring educational opportunities and experiences for all pupils.
- Be a passionate teacher who is inspired by the opportunity to bring learning to life in the classroom.
- Be committed to academic excellence and develop and implement programmes of study to ensure that each pupil develops at a good pace, fully understanding the spectrum of ability within the class, delivering lessons of a high and challenging standard, which are skill fully scaffolded for those who may need it.



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- Be committed to your own continuous development, demonstrating excellent classroom practice and as well as understanding current research on the theme of teaching and learning.
- Create a positive and engaging learning environment that supports children's curiosity, independence, confidence and resilience.
- Teach any required subjects to other groups and classes, as reasonably required.
- Maintain full and informative records efficiently.
- Use a range of technology and software appropriate to the year group.
- Support and foster the personal development of the children and take responsibility for their welfare and social well-being.
- Develop effective and positive professional relationships with pupils, colleagues and parents.

2. Pastoral

- Support the School's pastoral aims through upholding our standards of pastoral care.
- Care deeply about every pupil in the School, getting to know their personalities and supporting them to be the best that they can be, taking responsibility for their welfare and social well-being.
- Support a growth mindset amongst pupils, enabling them to grow in confidence and take risks with their learning.
- Be prepared to take on the role of Form Tutor, which will encompass academic, pastoral and administrative responsibilities. Tutors have oversight of their tutees' general well-being and academic progress, and they are the first point of contact for parents.

3. Values

- Conduct yourself in an appropriate professional manner at all times, supporting and fostering the aims and safeguarding policies of the School.
- Be aligned to the School's values and ethos by promoting the School's ethos of 'May Love Always Lead Us' and 'The Best in Everyone'.

4. Professional Development

- Take an active role in developing skills, behaviours and attributes which contribute to ongoing learning, as well as benefitting the children and the School.
- Contribute, as appropriate, to departmental policies, schemes of work, digital learning and other resources as well as development planning.
- Attend relevant CPD training each year.
- Participate in the annual performance review, appraisal and development programme.

5. General

- Uphold the School's code of conduct and the values of Surbiton High School.
- Maintain good order and discipline amongst pupils and be active in implementing the School's policies for rewards and sanctions.
- Attend formal parents' evenings and maintain effective communication with parents, as appropriate.
- Attend staff meetings, as required.
- Participate in co-curricular school activities, including clubs and residential field trips, as necessary.
- Keep the Head of Preparatory School fully informed of any significant developments concerning any pupil in the form.
- Carry out any such duties as may be reasonably requested.



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Person Specification

The successful candidate will be likely to fit the following profile:

Qualifications

- Good Honours degree
- A postgraduate teaching qualification including QTS is desirable, but not essential
- Evidence of further relevant professional development would be an advantage

Skills and Knowledge

- Strong subject knowledge
- Experience of teaching the national EYFS Curriculum and Key Stage 1 Curriculum
- Up-to-date knowledge of successful and innovative teaching, including the latest curriculum developments and initiatives, supported by experience of teaching the Early years foundation stage statutory framework
- Excellent organisational, administrative and ICT skills
- The ability to communicate concisely and sensitively, both orally and in writing, to a variety of audiences
- The ability to work collaboratively with colleagues

Attitudes and Personal Qualities

- Committed to Surbiton High School's ethos and strategic vision
- Personal and professional integrity and the ability to exercise discretion and confidentiality
- Personal warmth to build rapport and gain the confidence of pupils, staff and parents
- High expectations for pupil attainment, personal development and conduct
- High standards of personal presence and presentation
- A team player with leadership qualities and a reflective and flexible approach
- Attention to detail and the ability to self-direct
- Positive, enthusiastic and energetic approach to life
- Ability to think creatively and imaginatively
- Ambitious and aspirational for oneself and for the school
- Committed to professional development and showing a willingness to undertake appropriate training for this role

To Apply



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Please apply online via the link on the TES or our School [website](#)

Closing date for Applications:

8.00am, Tuesday 29 September 2026

Interviews to be held week commencing:

5 October 2026

*Please note that the School reserves the right to appoint at any stage during the recruitment process.
For any queries relating to the role or your application, please email recruitment@surbitonhigh.com*



The Benefits of Working for Surbiton High School

- Competitive Salary
- Extensive CPD Opportunities
- Flexible Working
- Complimentary School Lunches
- Fee reduction for children attending the School
- Teachers' Pension or APTIS Scheme
- Sabbaticals for long service
- Generous Rewards Programme
- Excellent transport links
- Working as part of a motivated and committed team



About Surbiton High School

We aim to inspire, encourage and empower our staff and pupils to be the very best they can be.

Surbiton High School is a friendly, vibrant and ambitious community where people matter, results count and where passion for excellence drives everything we do. We are a school with a real heart and soul, where we look beyond the A* to offer a breadth of opportunity which allows every pupil to flourish and every staff member to develop and succeed.

Our inspirational teachers are committed to delivering a rich curriculum and programme of co-curricular activities which challenge our pupils to explore ideas for themselves. We feed our pupils' minds, but we also care passionately about their character development and happiness. Our approach to education means that Surbiton High School pupils achieve the very best exam results and are also compassionate, authentic young people with strong values, keen to make a positive difference in the world. Our Educational Support Staff are the backbone of the School, and are dedicated to supporting our aim of creating an intellectually rigorous and challenging academic environment which runs smoothly and efficiently.

Surbiton High School has approximately 1,600 pupils aged between 4 and 18. Our Preparatory Schools are divided into the Boys' Preparatory School and Girls' Preparatory School, and the Senior School is girls only from age 11 upwards.

We are looking for applicants who are passionate about inspiring those around them, bringing out 'The Best in Everyone' and working with us to remain a leading school of choice. The recent ISI 2026 inspection noted our deep commitment to pupils' well-being, our broad and balanced curriculum, the breadth of opportunities on offer, and the success gained by pupils both academically and in other spheres).

Read more on our website: www.surbitonhigh.com



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Additional Information

Equal Opportunities

Surbiton High School is a member of the United Church Schools Trust, Charity Number 1016538 and is an equal opportunity employer. We expect all employees to act in a manner which is consistent with the Trust's principal objective: to provide education based on Christian principles. While we recognise that employees may come from other faith groups (as indeed do many of our pupils), we expect everyone in our community to conduct themselves appropriately in the light of this objective. As a School we, in turn, respect the different faiths of our colleagues and pupils, and welcome them and their contribution.

In Surbiton High School, male colleagues and those from ethnic minorities are under-represented among our staff; we would therefore wish to encourage them to apply. However, the aim of the selection process is to appoint the best possible candidate, and gender and ethnicity are not criteria for selection.

Eligibility for Employment

Surbiton High School is committed to safeguarding and promoting the welfare of children and young people and expects all who work at the School to share this commitment. Successful applicants will be subject to an Enhanced Disclosure from the Disclosure and Barring Service (DBS). Any offer of employment is thus conditional on clearance from the above, on the receipt of: two satisfactory references, a satisfactory medical questionnaire, proof of qualifications, overseas checks where applicable, and proof of right to reside and work in the UK.

Choice of Referees

We wish to have someone who can write knowledgeably about your abilities to perform professionally in a position similar to this one. We also need to have the most recent possible references. Your referees should therefore normally include your current – or most recent – employer. If you are unable to supply referees who fit into the above categories, please explain this in your application. We shall carry out such further reference checks as are necessary to ensure the safety and welfare of children. Please provide professional, rather than home addresses for your referees, and supply email addresses in all cases.



United Learning

United Learning is a unique group of independent and state schools working together to achieve the best in everyone. Our vision is to provide excellent education so that all young people are able to make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient – you.