

APPLICATION PACK

Role
Teacher of English

September 2026

INTRODUCTION

Eastbourne College is a co-educational HMC independent school of just over 550 pupils, of whom half are full-time boarders; the majority boarding for the full week. It is a strong community with excellent links with local schools and the remarkable town in which it is located.

Academic standards are very high with an average of 80% of A-level grades being awarded A*, A or B in the last five years. At GCSE just under 60% of all grades awarded are 9-7. The College recruits from a wide ability range and value-added outcomes are exemplary. The majority of College leavers enter higher education in leading universities at home or abroad, with 60% of these gaining places at Russell Group universities last summer.

The College is run as a seven-day week, full boarding school, values-led and within a Christian tradition that is inclusive of multi-faith (and no-particular faith) beliefs. Day pupils share the same wide curriculum as boarders and enjoy equal access to the physical and human resources of the school. Day pupils benefit from an extended day ending for most at 6pm although some remain later until 9pm on weekday evenings.

c. 550
pupils

80%
A*, A or B
A levels

60%
grades 9 to 7
at GCSE

We are proud of our rich cultural and sporting traditions. The Birley Centre is a hub of music practice, performance, composition and recording. There is an established partnership with Glyndebourne and links with Rambert, local artists and musical ensembles. College artists exhibit in London; actors have starred in film and TV; the Design & Technology department wins an extraordinary number of Arkwright scholarships. We have an enviable reputation for sport both regionally and nationally. Eastbournians frequently represent the county in hockey, rugby, cricket and netball; several old Eastbournians have gone on to achieve international honours. There are also thriving CCF, D of E and service programmes.

Eastbourne College places great emphasis on the importance of developing a school in which education is built on core values and positive, supportive relationships. These central qualities will endure long after a student moves on from the College. The five key values of participation, the pursuit of excellence, integrity, courtesy and kindness are, it believes, the bedrock upon which every child's education should stand, providing them with the wherewithal to flourish both at school and beyond.

More information about the College may be found by visiting the website: www.eastbourne-college.co.uk

News of latest events can also be found by visiting our Facebook page: <https://www.facebook.com/EastbourneCollege>



PURSUIT OF
EXCELLENCE
PARTICIPATION
INTEGRITY
KINDNESS



30
State of the
art classrooms





THE POST

THE POST

The College seeks to appoint an inspirational and energetic, Teacher of English ideally from September 2026 but if current contracts dictated a later start, we would gladly wait until October 2026 or January 2027, for the right candidate. The successful candidate will have a marvellous opportunity to work in a stimulating environment, where resources, buildings, colleagues and pupils all strengthen the process of teaching and learning.

The position would suit an ECT, an experienced teacher wanting to put his or her experience to use in a different context, someone returning to teaching, or a high-calibre graduate without a formal teaching qualification but with the right skills and vision to inspire and motivate young people.

The successful applicant will be expected to teach English Language and English Literature to pupils of all abilities throughout the school. At this particular juncture, we would especially welcome applicants with an aptitude to teach an additional subject such as Politics, Theology / Ethics / Philosophy or RS.

All members of Common Room (teaching staff) are expected to play an additional part in the broader life of the College, e.g. by acting as a tutor in one of the day or boarding Houses, by offering their expertise in coaching team sports, or contributing to music, drama, debating, etc. All academic departments have a long tradition of wide and varied contribution, recognising the value it brings to working relationships with pupils in the classroom.



THE DEPARTMENT

The department consists of six teachers with a vast array of experience, and is centrally located in the heart of the College campus. Each teacher has a spacious and modern classroom of their own, complete with Prowise board and audio/visual equipment. The Department also houses its own seminar room and a sixth form reading room.

All pupils in year 9 follow a course forging core literature and language skills in preparation for their GCSE years. The College currently follows CIE English literature and AQA English language specifications (moving to Eduqas) at GCSE level.

At A-level pupils follow OCR English Literature. Over 40 pupils are currently taking English literature in the sixth form. In the past few years pupils have received offers from some of the country's very best universities to read English.

Teachers are encouraged to follow their own interests within the scope of these courses.

The English department is thriving, with regular trips to the Cheltenham and Charleston Literary Festivals as well as frequent visits to local and London theatres. We also enjoy a regular literary society meetings, which include visiting speakers and writers coming to the College.



JOB DESCRIPTION

Job Title: Teacher of English

Responsible to: The Head of English

Job Summary: To teach English* to pupils of all abilities throughout the school. To play a full role in the development of pupils by contributing to the academic, pastoral and co-curricular life of the College.

As stated, a suitably experienced candidate may teach some lessons in the Politics / Philosophy department, reporting to a second HoD.

Duties and Responsibilities

A) Academic

- To teach English to GCSE and A-level as arranged by the Head of Department (HoD) and the Second Master.
- To prepare and teach lessons in accordance with programmes of study and schemes of work drawn up by the HoD.
- To plan lessons such that there is variety, challenge and measurable progress in pupil learning.
- To expect and promote the highest standards of pupil behaviour both in and out of the classroom.
- To provide differentiated activities to ensure that learning is appropriate and accessible to all.
- To set and mark prep in accordance with College and Department policy.
- To keep up to date records of pupil progress, sanctions and rewards.
- To make a contribution to the strategic development of the department.
- To promote and support the wider work of the department through enrichment activities.
- To make regular formative assessment of pupil progress through the eRC system as scheduled by the Assistant Head (Curriculum).
- To attend INSET and seek opportunities for CPD in consultation with the HoD and the Assistant Head (Staff Development).
- To attend parents' meetings and other academic events as requested by the Headmaster or other member(s) of the Senior Management Team.
- To assist in the setting and marking of internal examinations as requested by the HoD.
- To assist in the marking and moderation of coursework, controlled assessment etc. as requested by the HoD.

JOB DESCRIPTION

- To attend department meetings as requested by the HoD.
- To attend staff meetings as requested by the Headmaster.
- To carry out any other duties associated with the role as requested by the Headmaster or Senior Management Team.

B) Pastoral Responsibilities

- To promote and uphold the core values of the College both in and out of the classroom.
- To support the development of all pupils through the unspoken curriculum (the way pupils learn to treat each other and the way they are expected to behave).
- To be a tutor in a day or boarding house as directed by the Senior Deputy Head (Pastoral).
- To act as tutor to a group of tutees as directed by the Housemaster or Housemistresss (Hsm).
- To hold regular, weekly meetings with tutees to discuss academic progress and any pastoral issues.
- To discuss eRCs (electronic report cards) with tutees and comment as appropriate.
- To support the Hsm and House by attending house sponsored events
- To support tutees in their wider College lives.
- To attend chapel alongside tutees at weekly chapel services and any other school congregational events as requested by the Deputy Head (Co-curricular and Operations).

C) Co-curricular Responsibilities

- To play an active role supporting the games and activities programme as directed by the Deputy Head (Co-curriculum and Operations).
- To provide team/activity lists and carry out other administrative tasks as requested by the Director of Sport.
- To attend INSET and other training courses as appropriate.
- To play a role supporting either the CCF or S@S programme on Wednesday afternoons.

JOB DESCRIPTION

Safeguarding Duties

- The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact will be to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement and staff code of conduct at all times.
- The post holder will be engaging in regulated activity. There are particular safeguarding issues requiring attention for this post.
- The responsibility for pupil discipline, occasional one-to-one settings or trips/transport, and variety of situations require staff in this post to have a deep and wide understanding of safeguarding procedures. They have a broad view of pupil behaviours and should exercise vigilance regarding child protection issues.
- 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 they must report any concerns to the School's Designated Safeguarding Lead or, if they are the School's DSL, to the Headmaster and relevant agencies.

In making the appointment the Headmaster will have regard to the experience and potential specifically exhibited by candidates. The exact delineation of responsibilities will be determined by the strengths and interests of the appointee.

This job description may be altered to meet changing educational context at the discretion of the College.

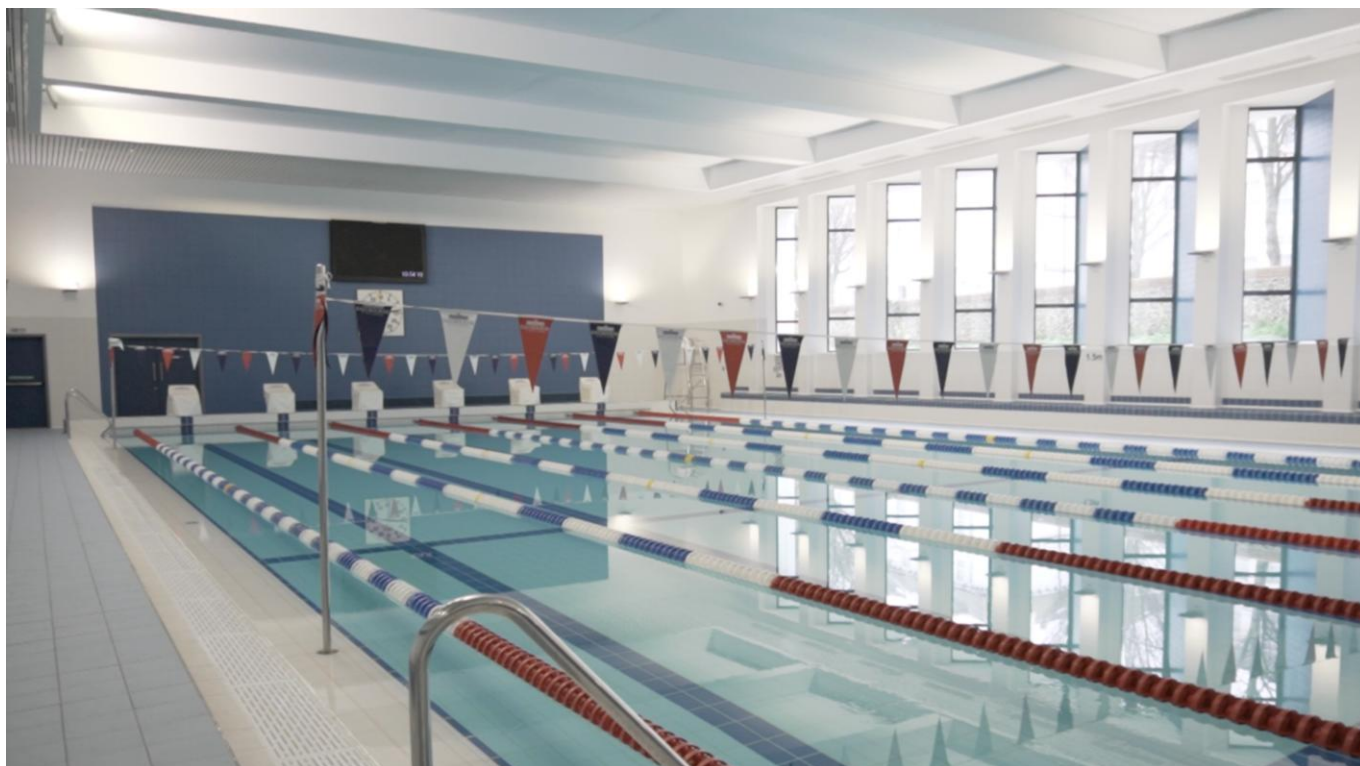
PERSON SPECIFICATION

Applicants should be able to demonstrate the following

| Attribute | Essential | Desirable |
|--------------------------|--|--|
| Education and Training | <ul style="list-style-type: none"> • Educated to good degree standard (or equivalent) in English or a closely related discipline • Evidence of continuous personal and/or professional development | <ul style="list-style-type: none"> • Teaching qualification • Higher degree |
| Knowledge and Experience | <ul style="list-style-type: none"> • An ability to teach English to GCSE and A-level • Involvement in, and support for, co-curricular activities relevant to the College | <ul style="list-style-type: none"> • Schools experience • Experience of working in a boarding/residential environment • Experience in academic leadership • Experience of teaching Politics, Philosophy / Ethics, or RS. |
| Skills | <ul style="list-style-type: none"> • Excellent communication and listening skills • Strong organisational and administrative skills • A high level of ICT competency • An inclusive manner and the ability to work in a team • The ability to interpret quantitative and qualitative feedback; to monitor and evaluate | |
| Personal Qualities | <ul style="list-style-type: none"> • A belief in the College's core values and the determination to uphold them • An ability to set deadlines, meet them and manage expectation against them • An ability to build, foster and sustain positive relationships with all in the College community • Patience, compassion, courage, resolve and objectivity • Dedication, loyalty, commitment and positivity • Capacity for hard work • Being a positive role model for all in the College community by virtue of approachability, personal conduct and standards of expectation | |



INFORMATION



SALARY AND CONDITIONS

The College has its own salary scale, and the successful applicant will be placed on the scale at a level commensurate with their experience and qualifications. Pension provision is through Legal and General with the employer paying 16.48% of gross salary, of which 15% is the employer contribution and 1.48% funds ancillary benefits. Accommodation may be available for single or married / partnered applicants, including those with families. Teaching staff benefit from generous rates for the education of their own children both at the College and at our own prep school, St. Andrew's Prep.

All appointments are made subject to a satisfactory medical disclosure, an enhanced check with the DBS and any other pre-employment checks deemed necessary by the College.

The College is a non-smoking establishment and an equal opportunities employer.



SAFEGUARDING STATEMENT

Eastbourne College (Incorporated) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The appointment is subject to an enhanced DBS check, pre-employment medical questionnaire and positive references.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the Charity is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

Eastbourne College (Incorporated) is committed to the provision of equal opportunities in employment and accordingly wishes to ensure that no job applicant is treated less favourably on unjustifiable grounds.



EQUALITY STATEMENT

Eastbourne College (Incorporated) welcomes applications from all sectors of the community as we aspire to attract staff that match the social and cultural diversity of our pupil intake. We consider the most important factor to be the right skills, abilities and attitude for the job which will ultimately improve the well-being and education of the pupils.



HOW TO APPLY

To apply, please visit <https://www.eastbourne-college.co.uk/contact/employment-opportunities/> and click the **Apply Now** button to complete the required application form.

A letter of application (addressed to the Headmaster), evidencing your suitability for the post against the job description and person specification described above, and an up-to-date CV should be uploaded with this online application form.

Please provide contact details of referees, from whom we will request references should you be shortlisted for the post.

- One referee must be your current or most recent employer (**for teachers this means your head**).
- Where you are not currently working with children, but have done so in the past, one referee must be from the employer by whom you were most recently employed in work with children.
- Please note, references will not be accepted from relatives or from referees writing solely in the capacity of friends or current employees of Eastbourne College or St. Andrew's Prep.
- Referees will be asked about whether you have been the subject of any safeguarding concerns.
- Referees should be a senior person with the appropriate authority.

All applications must be received before **Monday 11 May 2026**.

Interviews week commencing **18 May 2026**.

For further information please contact hr@eastbourne-college.co.uk or telephone 01323 452288.



POSTSCRIPT

There are many attractions to teaching at Eastbourne College, not least its location on the south coast in on the sunniest parts of the country.

The College provides a safe, urban environment in an attractive part of a peaceful town where pupils have easy access to shops, cinemas, and theatres at appropriate times, and this strengthens the boarding experience. The railway station is close, with easy travel to Gatwick (one hour) and London (under 90 minutes). The beach and sea are a five-minute walk away and the South Downs (the newest National Park) are literally on our doorstep.

The school is a strikingly happy, cohesive and coherent community. We look forward to meeting you.

WHY JOIN US?

- A high-achieving, supportive school with a strong commitment to the arts and STEM.
- Excellent CPD opportunities and leadership development.
- Well-equipped workshops and design studios.
- A culture of innovation, collaboration, and pupil-centred learning.