



# HEAD OF THEATRE STUDIES

SEPTEMBER 2022  
FULL TIME  
PERMANENT



**ETON**  
COLLEGE

# 01

## HEAD OF THEATRE STUDIES

Be part of a challenging and exciting learning environment, within lessons and beyond.

We are looking for a passionate and dedicated Head of Theatre Studies who has the vision, enthusiasm and energy to take an already successful subject to the next stage of its development. It is an exciting time in the promotion of teaching and learning at Eton, and you will drive this forward within the department.

As Head of Theatre Studies, your teaching excellence, dedication to your subject, skills as a leader and manager, and commitment to diversity and inclusivity are your most valuable qualities. You will be responsible for overseeing the development of Theatre Studies within the school and be responsible for the smooth running and creative flourishing of a dynamic and diverse subject.

You will join the staff as a teacher of Theatre Studies with additional responsibilities as the Head of Subject: all Head of Subject positions at Eton are tenable for an initial 5 years and renewable for a further 5 years by mutual agreement.

**At the heart of the school is a talented, motivated and happy body of staff with a shared vision and ethos, who have a voice in defining that vision and ethos and feel genuinely valued for what they do.**

SIMON HENDERSON | HEAD MASTER

Reporting to the Director of Drama, you will ensure the smooth interweaving of drama both inside and outside of the classroom. In the past, academic drama has been part of the English department. However, in recognition of its growth, it is now becoming an independent department and this appointment will continue supporting this transition, whilst working to increase the number of students studying the subject for examination.

As an avid theatre goer and passionate director, you will contribute to the co-curricular programme by supervising theatre visits and directing house or school plays outside of lessons.

Eton has an excellent reputation for drama. Every year, over 200 students will appear in productions as well as assist back stage. Often this number is far higher.

We are an equal opportunities employer and are seeking applications from suitably qualified candidates from all backgrounds. There is no 'typical' Eton teacher; we value individuality, difference, teamwork and the contribution everyone makes to the life of the school.

## THEATRE STUDIES AT ETON

We believe in an enriching curriculum that is a source of pleasure, where pupils seek academic excellence for its own sake, within and beyond the classroom.

The drama department is headed up by the Director of Drama, and consists of the Head of Theatre Studies, a Director-in-Residence and one part time teacher and is supported by a professional theatre staff. The school has a large, purpose built theatre as well as two studio spaces.

In Year 9 every pupil studies drama on a 'carousel' rotation alongside other creative subjects before making their GCSE choices. We currently have two classes in each of Y10 and 11 at GCSE level and one class in each of Y12 and 13 at A Level.

A handful of pupils often go on to study drama at university. The department currently follows the AQA GCSE specification and the Edexcel A level qualification.

Classroom learning is enhanced by participation in the Theatre Society and involvement in the wide range of drama opportunities on a co-curricular level, including school plays and house plays directed by members of the teaching staff and independent plays produced and directed solely by pupils.

There are two whole school plays each year and one play for Years 9 and 10 only. In any given school year, there are approximately twenty productions in total. The school also regularly holds its own play festival, showcasing new writing by pupils and teachers.

# 02



### QUICK FACTS

- Three different theatre spaces, staffed by professional theatre practitioners
- High profile and respected subject within the school
- Approximately 20 productions every year
- Two whole school plays and numerous other productions are performed annually
- GCSE and A level classes

## LIFE AT ETON

We believe that our pupils learn as much, if not more, outside the classroom as within it.

### PASTORAL SUPPORT

The school was founded by Henry VI in 1440, and is today the largest boys' boarding school in the UK. In keeping with the charitable intentions of our founder, we welcome pupils from all backgrounds. This year, pupils joined us from over 120 different schools from across the country. Around 10% of pupils come from overseas.

The school provides outstanding pastoral care for its pupils. Eton is a 24/7 boarding school with 25 boarding houses, each home to around 55 pupils aged 13-18. The houses are the heart of life at Eton. Each house is run by a dedicated team, including a House Master and 'Dame' who live on-site, and a team of support staff. Each house also has a Deputy House Master and two assistants attached to it. Together, they help to ensure that every pupil gets the best out of their time at Eton.

Pupils are also tutored in small groups by a dedicated Tutor, who meets with them regularly, thus ensuring that at least two adults have oversight of each pupil's academic progress and welfare.

### THE CO-CURRICULUM

Individual development and personal achievement are as important as academic results. Our diverse and busy co-curricular programme enables pupils to identify and develop skills and strengths outside the classroom, through a wide variety of activities including sports, societies, outdoor education, arts, music and theatre. We are able to deliver this range of experiences and opportunities, because of the skills, experience, and commitment of our teaching staff.

While music and art are delivered by specialist practitioners, there is tremendous scope for our teaching staff to contribute to our vibrant co-curriculum.

## ETON TODAY

The Eton College of the 21st century is focused on the future while valuing its heritage.

### ACCESS

Eton has made places available free of charge since its foundation in 1440 and we remain committed to making an Eton education accessible to talented students from all backgrounds. We offer over £8,000,000 annually in means-tested fee remission as part of our financial aid projects, with 90 students currently attending Eton on free places. For pupils in receipt of 100% bursaries, attending the school can be a life-changing opportunity. We work with specialist organisations such as Royal SpringBoard to provide these transformative experiences.

### INNOVATION

Today's school is a forward-thinking and increasingly diverse community. We are always seeking to work at the forefront of developments in teaching and learning. The Tony Little Centre for Innovation and Research in Learning (CIRL) is a dedicated centre that allows the school to work alongside partners to explore the latest pedagogical research findings and new technologies and to conduct research projects.

### PARTNERSHIP

We work with numerous state schools on activities of mutual benefit as part of the 'Eton Connect' programme, with a particular focus on our enriching partnerships with Holyport College, the London Academy of Excellence, the Thames Valley Learning Partnership and Star Academies. We have offered free self-study EtonX courses as a response to the Coronavirus pandemic, which have been taken up by over 1,000 state-maintained schools in the UK.

Our partnership programme encompasses a wide range of activities, including; teaching provision, sharing sports facilities with local schools and community groups, student mentoring in numeracy and literacy, a Summer School programme, an annual Community Fair fund-raising for charities, and voluntary service in the local community. We encourage all our people – students and staff alike - to engage actively with service to their local communities.

### CIRL FACTS

- Full-time Researcher-in-Residence
- Dedicated Academic Technologist
- Observation classroom and self-observation tools
- Creative and flexible teaching spaces
- Innovative educational technology
- Publishes Eton Journal for Innovation and Research in Education
- Staff and pupil-led research projects



"We care about the individual and pride ourselves on the warmth of a community in which all our pupils feel valued."

SIMON HENDERSON,  
HEAD MASTER



Eton's willingness to innovate and evolve is a tradition which has seen the school thrive for almost six centuries.

We are looking for candidates who will bring new perspectives and skills to enrich the learning of our students inside and outside the classroom.

#### ABOUT YOU

You will be an inspiring teacher and passionate advocate of drama with the ability to communicate with and enthuse young people. You will have high standards of scholarship and will be equipped to manage and maintain a high-achieving and reflective academic culture. You will have an appetite for leadership, with an understanding that you will be leading a subject in which there are some who in turn may have other senior responsibilities within the school.

You will have a commitment to inter-disciplinary approaches and to innovation in teaching and learning.

As a manager and colleague, you will be approachable and caring, with a positive and collaborative style. Alongside the Director of Drama, you will have the vision and commitment to develop the role of Eton's Theatre Studies Department within our significant Partnership Programme. You will value the place of a vibrant co-curriculum and the importance of outstanding pastoral care in a boarding environment.

As Head of Theatre Studies, you will be someone who:

- Enjoys working with autonomy and taking personal responsibility, 'getting stuck in' and coming up with creative solutions to problems;
- Is unafraid to tackle difficult issues, but does so with tact and diplomacy and the desire to create win-win solutions;
- Is flexible and organised and enjoys juggling competing priorities;
- Is an outstanding communicator, with the ability and desire to engage with a variety of people with different needs and priorities;
- Has a positive attitude and high levels of resilience.

We value individuality, difference, teamwork and the contribution everyone makes to the life of the school.

#### SKILLS AND COMPETENCIES

You will be a reflective Head of Department and classroom teacher who:

- Has a good honours degree and/or a further degree in a directly-related subject;
- Has previous experience leading and managing a team;
- Is an experienced and skilled teacher with a demonstrably successful track record helping students to achieve the highest grades of which they are capable;
- Is passionate about their subject and can demonstrate the subject knowledge required to deliver engaging lessons across the age and ability range of students at the school;
- Is an inspirational educator with a clear artistic vision;
- Has prior experience of managing a budget and working to agreed deadlines;
- Is committed to their ongoing professional development;
- Is interested in the welfare and pastoral wellbeing of young people;
- Has a proven track record as a director of productions of the highest quality;
- Is highly motivated and can work independently as well as within wider teams;
- Has excellent oral and written communication skills;
- Shares Eton's holistic vision of education and is excited to contribute to the co-curricular and pastoral aspects of boarding-school life;
- Demonstrates a solid understanding of, and commitment to, working within the principles of equality, diversity and inclusion;
- Has strong interpersonal skills and can build relationships and collaborate with a wide range of people;
- Embraces developments and innovations in teaching and learning and is open to a range of approaches to assessment and differentiation in the classroom;
- Can demonstrate good ICT competence and willingness to use new technologies such as iPads, video conferencing etc;
- Has a positive attitude, an optimistic approach to change and development, a balanced sense of perspective and a good sense of humour.



We are dedicated to creating and sustaining an environment that values individuality and difference and celebrates the diversity of both staff and pupils by fostering perseverance, tolerance and integrity.

"When a boy leaves Eton, he will have experience of academic, sporting, dramatic, artistic, musical and, perhaps most importantly, personal growth to look back on."

DAVID GREGG,  
DEPUTY HEAD (PASTORAL)

# JOB DESCRIPTION

Shape the future of our drama education in a successful and dedicated department.

## HEAD OF SUBJECT

You will:

- Line manage the Theatre Studies team, ensuring that their teaching is at the high levels expected, and that they inspire and enable students to achieve the highest exam grades of which they are capable;
- Cultivate a professional, collegiate and supportive environment throughout the department;
- Oversee the workload and manage the career development of the team, ensuring that performance is appropriately monitored and reviews are completed in a timely manner;
- Lead the technical and dress rehearsals for all practical exams (including mentoring a team of young technicians who will design and operate the lighting and sound);
- Organise one theatre trip per term for the GCSE and A Level students;
- Liaise with the Director of Drama about how curricular student's drama projects work in conjunction with co-curricular drama activity;
- Work closely with HR on any necessary recruitment activities;
- At all times operate in line with the expectations of a Head of Subject at Eton;
- Set papers and lead the standardisation process for internal assessments, and organise the administration of all drama exams;
- Follow the school's assessment and reporting processes and attend Parents' Meetings as required;
- Be available to rehearse in the evenings (20.00 – 22.00) and on Sundays (14.00 -18.00) in the lead up to practical exams, and when directing co-curricular productions.

## ACADEMIC

You will:

- Articulate a clear vision for the future of Theatre Studies at Eton and develop the strategy to realise this vision;
- In conjunction with the Director of Drama, develop and evaluate the quality of teaching and learning across the department;
- Co-ordinate and evaluate the department's approach to SEND;
- Co-ordinate and evaluate the department's approach to inclusion education;
- Liaise with the Director of Drama with regards to rehearsal space for curricular drama;
- Manage the assessment in drama of applicants to join the school across a range of entry points and procedures;
- Oversee the various departmental prize competitions and lectures;
- Personally teach approximately 16-19 lessons of drama / theatre studies each week to all age groups, up to and including A level;
- Liaise with the in-house technical staff, including a Production Manager, Designer and Head of Wardrobe with regards to technical support;
- Organise and chair subject meetings;
- Represent the interests of Theatre Studies at Heads of Subject and Department meetings.

## CO-CURRICULAR

You will:

- Personally direct up to two productions per year;
- Assist the students in charge of the Theatre Society in organising events;
- Accompany students on visits away from the school, subject to risk assessment;
- Actively contribute to the staff duty rota, by eg: exam invigilating and supervising meal times;
- Contribute to the school's wider social programme, including workshops, seminars, chapel services, competitions, trips, open days, and so on.

## PASTORAL

You will:

- Act as a tutor, taking up to two tutorial groups;
- Be committed to the safeguarding of all young people;
- Manage pupil behaviour to ensure a positive and safe learning environment;
- Treat pupils with dignity, building relationships rooted in mutual respect and observing boundaries appropriate to a teacher's professional position.

**This list is not exhaustive and is subject to change. The successful candidate will be expected to fulfil any reasonable request made by the Leadership Team.**

## LOOKING OUTWARDS

Beyond day-to-day teaching and management, you will:

- Seek to develop your own professional practice and development;
- Develop outreach opportunities with local and partner schools;
- Develop contacts with relevant departments and universities;
- Work with the Deputy Head (Partnerships) to ensure that drama is an important part of the partnership programme;
- Work with partner schools to exploit the reciprocal benefits of Eton's partnership programme;
- Ensure that accurate information is provided for parents on departmental aims, methods and courses.



**Do you thrive on innovation, leadership and collaborative working?**

**Do you have a passion for inspiring your students?**

**We believe in equal opportunity for everyone, irrespective of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sexual orientation or socio-economic background.**

We believe that all our staff deserve the fullest support in achieving their own potential and unlocking that of their students.

#### LIVING IN ETON

All members of our community are encouraged to participate fully in the life of the school and to enjoy the beautiful grounds and facilities. Windsor is just across the river, with a tangle of pretty lanes, chic shopping streets, green spaces, an ancient castle and picturesque tea shops. There is plenty to see and do. Windsor hosts the oldest and largest inhabited castle in the world as well as one of Britain's oldest and most prestigious repertory theatres. 20 miles of beautiful and historic waterway meanders through the Royal Borough of Windsor and Maidenhead, leaving historic villages and iconic attractions waiting to be discovered, such as the Stanley Spencer Gallery in Cookham, Windsor Guildhall, Maidenhead Heritage Centre and LEGOLAND Windsor. Central London is also easily accessible by rail or motorway.

#### THE ETON COMMUNITY

There is enormous collegiality at the school. As one new teacher said: "This is my fourth school and I've never been made to feel so welcome". Colleagues are genuinely interested in the scholarship of their subject and enjoy a level of autonomy in their teaching that allows them to develop their own effective style.

#### PROFESSIONAL DEVELOPMENT

Our staff are at the heart of our success. We have developed a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level, from new entrants to the profession to senior leadership

#### SALARY AND BENEFITS OF SERVICE

In addition to the opportunities for career progression, training and development, we also offer an excellent remuneration and benefits package. The role carries an appropriate teaching salary and responsibility allowance. Exact details of these will be discussed with the successful candidate.

#### ACCOMMODATION

Many of our teaching staff and their families are accommodated in flats and houses around Eton. Accommodation is provided free of rent, buildings insurance, and general maintenance costs.

The school has a generous salary scale and benefits of service, including:

- Teachers' Pension scheme
- Bike-to-work scheme
- Counselling and legal advice services
- School fee reduction (means-tested)
- Eyecare plan
- Free use of sports and leisure facilities
- Discount at local shops and amenities
- Subsidised Masters' Common Room

To discuss the role, please contact the Director of Drama, Mrs Rebecca Farley [r.farley@etoncollege.org.uk](mailto:r.farley@etoncollege.org.uk)

We are looking for outstanding individuals who can bring new life experiences and skills that will inspire and motivate our community. We believe in collaboration, encouraging innovation and sharing best practice to offer a transformative education to all our pupils. If you share our holistic vision of education and are keen to embrace the challenges and rewards of life in a full-boarding school, we'd love to hear from you.

Please apply online at [jobsearch.etoncollege.com](http://jobsearch.etoncollege.com).

Please ensure that you fill out your personal details, career history and reference details in full as part of your online candidate profile, in addition to completing the application form for the post in its entirety.

We will also require the names and contact details of two referees, at least one of whom is a current employer. You must ensure your referees can provide references shortly after you apply for this role. We cannot accept testimonials.

**Closing date for applications:** Thursday 27th January 2022

**First stage zoom Interviews:** Week commencing 1st February 2022

**Interviews:** Tuesday 8th February 2022 & Wednesday 9th February 2022

**Start date in post:** September 2022

*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. If you are successful in your application, you will be required to complete a DBS Disclosure Application Form. Any information disclosed will be handled in accordance with any guidance and/or Code of Practice published by the DBS. The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands and final warnings (including those which would normally be considered as "spent" under the Act) must be declared, subject to the DBS filtering rules. It is a criminal offence for any person who is barred from working with children to attempt to apply for a position at the College.*

*If you have any queries about the application process or any problem with submitting your application online, the Recruitment Team will be happy to help. Should you require any reasonable adjustments to be made or facilities provided to enable you to apply online, please do not hesitate to contact us on [recruitment@etoncollege.org.uk](mailto:recruitment@etoncollege.org.uk) so we can make adjustments accordingly.*