



HEAD OF ENGLISH

JANUARY or APRIL 2026
FULL TIME | PERMANENT



ETON
COLLEGE

HEAD OF ENGLISH

We are looking for an experienced English teacher to lead a dynamic and successful department.

We are a large and diverse Department of sixteen highly qualified teachers, united by a collegial culture of shared expertise and resources. We foster academic excellence and a love of literature at every stage of our pupils' learning, with particular emphasis on inspiring boys to read independently with enthusiasm and curiosity. Our teaching combines intelligent use of digital technologies with traditional methods, and every year group benefits from access to early editions and manuscripts in the College Archive.

Beyond the classroom, the Department provides a vibrant super-curricular programme encompassing eight societies, visiting lecturers, reading and writing groups, library visits, and theatre trips. We also contribute significantly to the School's partnership programmes, maintaining close links with local and London schools.

All boys study English in their first three years. In Years 10 and 11 they follow the CAIE IGCSE in Literature and Language, while around 100 Sixth Formers take English Literature A-Level (OCR). Results are excellent, and our 'English at University' programme supports many boys in securing places at leading UK and international universities.

SALARY AND BENEFITS

We offer an excellent remuneration and benefits package. Our starting salary guide is between £40,560 and £67,135, depending on skills and experience. There is a generous pension scheme with a 16% employer contribution and a 4.9% employee contribution and free or heavily discounted access to the College's sports and leisure facilities. As Head of English you will also receive a non-pensionable responsibility allowance for the duration of the time you are performing this additional responsibility.

ACCOMMODATION

This role encompasses pastoral and co-curricular responsibilities, and so the College provides accommodation (which is currently rent free) within Eton. Living within Eton enables staff to come and go from home when they are not teaching or fulfilling their other responsibilities and much lesson preparation, marking and other work can be done from home. There is a strong community feel within Eton and staff enjoy a range of events throughout the year, either as part of the College or the wider local community.

The College and staff accommodation is situated within the vibrant village of Eton, which is surrounded by acres of green space adjacent to the Thames. Eton itself has a wide range of local amenities including a gym, hairdressers, pubs, bars, cafes, restaurants shops and pubs, as well as a Pre-School, First School and GP Surgery. Windsor is a short walk away and has a good range of shops and restaurants, as well as walks into Windsor Great Park. Both Windsor and Eton are well connected to central London and further afield by train.

"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."



GETTING INVOLVED

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

OUR BOARDING HOUSES

Eton is the largest boys' boarding school in the UK. It is a 24/7 boarding school with 25 boarding houses, each home to around 55 pupils aged 13-18. Houses are the heart of life at Eton. Each house is run by a dedicated team, providing excellent pastoral care and helping every pupil make the most of their time at Eton. Headed by House Masters and Dames, these teams include Deputy House Masters, House Assistants and Resident Tutors drawn from the teaching staff body. All our accommodated teaching staff are part of a boarding house team. They also tutor boys in small groups, ensuring that at least two adults have oversight of every boy's development and welfare.

THE CO-CURRICULUM

Personal development is as important to us as academic results. Our diverse co-curricular programme enables pupils to identify and develop skills and strengths outside the classroom through a wide range of activities. It includes:

- A full sporting programme delivering an inclusive vision which values participation over performance (without denying opportunities for the latter). A broad array of sports is available and most teachers are involved in the sports programme in some way.
- Over 25 theatrical productions each year, including school and house plays directed by members of staff.
- Around 90 clubs and societies encompassing a wide range of interests and inclusion forums. Our societies host world class speakers, as well as experts in academic and professional fields.
- A variety of outdoor education activities, including mountaineering, climbing, kayaking, channel swimming and Combined Cadet Force (CCF).

We are only able to offer this range of opportunities because of the skills, experience, commitment and enthusiasm for getting actively involved in the co-curricular life from our teachers.

All of our accommodated teachers are expected to contribute to our vibrant co-curriculum.



PARTNERSHIPS

We work with numerous state schools on activities of mutual benefit, with a particular focus on our enriching partnerships with Holyport College, the London Academy of Excellence, the Thames Valley Learning Partnership and Star Academies.

Our programme encompasses a wide range of activities which are free to our partner schools, (such as EtonX self-study courses, sharing sports facilities, school visits and workshops and summer schools), an annual community fair fund-raising for charities, and pupil voluntary service in the local community.

Our Centre for Innovation and Research in Learning (CIRL) works alongside partners to explore the latest pedagogical research and new technologies, to conduct research projects and by hosting conferences and round-tables. If you would like to learn more about CIRL, please visit our CIRL webpage.

ABOUT THIS ROLE

ACADEMIC

You will:

- articulate a clear vision for the future of the English department at Eton and develop the strategy to realise this vision;
- monitor the quality of teaching and learning across the department;
- co-ordinate and evaluate the support for pupils applying for the subject courses at university;
- co-ordinate and evaluate the department's approach to SEND;
- co-ordinate and evaluate the department's approach to inclusion education;
- manage internal assessment processes;
- teach across the age and ability range, accommodating the most able and those who find the subject challenging;
- ensure the best possible academic outcomes by planning, preparing and delivering well-structured and creative lessons which inspire, motivate and challenge pupils;
- assess, mark, record and report on the development and progress of pupils in line with the school's assessment and reporting processes;
- provide timely, detailed and supportive feedback to pupils;
- ensure your subject knowledge and skills as a teacher are up-to-date;

- teach non-examined curricular subjects, including SPHERE (the College's PSHE programme);
- seek to develop your own professional practice;
- carry out administrative and other functions related to the smooth running of the department.

MANAGEMENT RESPONSIBILITIES

You will:

- lead a team of English teachers, working to develop and support colleagues both professionally and personally;
- be a highly visible presence around the department, attending a wide range of departmental and school events (including some evening and weekend work);
- develop the culture of openness in the school, including peer observation and learning walks within the departments;
- liaise with senior management and HR over staffing issues and recruitment;
- make sure Health and Safety risk assessments are up to date and observed to protect both staff and pupils;
- manage the department's physical space, including overseeing external bookings;
- manage the departmental budget.



FURTHER INFORMATION

CO-CURRICULAR

You will:

- contribute to the co-curricular life of the school;
- accompany students on visits away from the school as required;
- contribute to the staff duty rota, by for example, invigilating public exams and supervising meal times;
- contribute to the school's wider social programme, including workshops, seminars, competitions, trips, open days, and so on.

PASTORAL

You will:

- 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;
- tutor up to twelve pupils (typically in groups of 6), overseeing their academic progress and taking an interest in their wellbeing;
- assist on a regular basis in a boarding house, supporting the House Master and getting to know the pupils.

LOOKING OUTWARDS

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

- ensure that there are effective and lively academic societies across the department;
- coordinate the department's contribution to partnerships;
- establish contacts with universities;
- ensure that accurate information is provided for parents on departmental aims, methods and courses.



CANDIDATES

ABOUT YOU

You will:

- be a passionate advocate for your subject, committed to inspiring teaching;
- be able to communicate with, enthuse and motivate young people;
- be excited to join a high-achieving and reflective academic culture;
- have an outstanding record of academic engagement and achievement;
- be a positive, forward-looking and collaborative colleague;
- be excited to contribute whole-heartedly to all aspects of boarding school life;
- be committed to working within the principles of equality, diversity and inclusion;
- be committed to the safeguarding, welfare and wellbeing of young people;
- be committed to your own professional development, embracing innovations in teaching and learning, and open to a range of approaches in your professional practice.

LEADERSHIP CAPABILITIES

As Head of English, you will be someone who:

- is an inspirational educator with a clear vision;
- enjoys working with autonomy and taking personal responsibility, getting involved and coming up with creative solutions to problems;
- is unafraid to tackle difficult issues, but does so sensitively and with 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 a variety of people with different needs and priorities;
- has strong inter-personal and people management skills including the ability to lead and inspire both teaching and non-teaching staff and the desire to bring together and develop a cohesive team.

SKILLS & COMPETENCIES

- An honours degree (2:1 or above) and/or a further degree in a directly related subject.
- Previous experience leading and managing a team.
- Prior experience of managing a budget and working to agreed deadline.
- Secure subject knowledge to underpin engaging lessons across the age and ability range.
- Strong interpersonal skills and the ability to build relationships with a wide range of people.
- Strong ICT skills.
- Highly motivated and able to work independently as well as in teams.
- Excellent oral and written communication skills.
- A teaching qualification is desirable but not essential.
- A strong sense of ownership and professional accountability with an understanding of when to consult and when to act.

APPLICATION PROCESS



SAFEGUARDING

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, but not limited to, reference checks with past employers, an Enhanced Disclosure from the Disclosure and Barring Service (including Barred List information), an online search and, where applicable, Prohibition checks. 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.

CONTACT

If you have any questions about this role, we would be more than happy to help. Please contact the Recruitment Team at recruitment@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 <https://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: 25th September 2025

First stage online interviews: Week commencing 29th September 2025

Interviews: Tuesday 7th October & Wednesday 8th October 2025

Start date in post: January or April 2026

Further information can be found at <https://www.etoncollege.com/>



For more information, please contact

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