



# TEACHER OF SPANISH & FRENCH

SEPTEMBER 2025  
FULL TIME | PERMANENT



ETON  
COLLEGE



# TEACHER OF SPANISH & FRENCH

We are looking for a Spanish and French teacher within our Modern Languages department.

We seek to inspire students and instil the value and importance of modern languages and cultures, aiming to develop skills for effective communication in the target language. Clear course structures are in place, but, where possible, we encourage teachers to play to their own strengths and choose their own approaches in presenting their cultural and linguistic expertise. We enjoy considerable success with university entry and run numerous competitions promoting independent cultural study, poetic declamation and drama presentations.

The depth of experience and expertise within our department means that we are equally as comfortable in developing and supporting recent graduates or new entrants to the profession as we are in welcoming more experienced teaching colleagues to the team.

## SALARY AND BENEFITS

We offer an excellent remuneration and benefits package. Our starting salary guide is between £39,571 and £56,418, 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. Many of our teaching staff receive responsibility allowances for undertaking additional duties.

## ACCOMMODATION

As this role has pastoral and co-curricular responsibilities, the College provides accommodation in a flat or house within Eton, which is currently rent free. Eton is a short walk from Windsor and Eton Riverside Station and a short drive from Slough station with train services to into Central London.

**"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."**



# INDUCTION AND SUPPORT

We welcome teachers at the beginning of their careers as well as more experienced colleagues.

All our teachers join a two-year Teaching and Learning induction programme, carefully designed to support them as they get to know the school, its educational ethos, and its eccentricities! This is delivered through our Centre of Innovation and Research in Learning (CIRL)

### Year 1 includes:

- regular group sessions exploring pedagogical techniques and concepts;
- one-to-one Teaching and Learning (T&L) coaching to constructively challenge all new teachers, at whatever stage in their career they join us;
- weekly meetings with a trained mentor providing subject-specific support.

### Year 2 offers a range of options, such as:

- pursuing an Action Research project;
- collaborating on a cross-departmental peer learning project;
- taking part in a T&L coaching cycle.



## BEYOND INDUCTION

Eton has a stimulating and embedded T&L culture, and offers lots of opportunities to engage at an individual, departmental and whole-school level, such as:

- a weekly T&L update distilling evidence-informed research and sharing good practice across the school;
- a T&L 'Champions' programme;
- fortnightly T&L lunches;
- termly department-led T&L sessions;
- termly whole school INSET;
- T&L coaching and regular CIRL courses, available to all staff.

## TEACHER TRAINING

Experienced teachers (ie: those who have been teaching full-time for at least two years) who wish to attain qualified teacher status (QTS) can pursue an Assessment Only Route to QTS with Winchester University.

Early Career Teachers (ECTs) receive a 10% reduction in teaching load to provide protected time to reflect on their developing practice. They are supported by a trained Induction Tutor as well as a departmental mentor, and have regular lesson observations, mentor meetings and termly progress reviews.



# 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 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:

- 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 in conjunction with your Head of Department;
- contribute more widely to the department through, for example, enrichment activities, administering internal exams, interventions to support individuals or groups, partnership activities, covering lessons or other tasks related to the smooth running of the department.

## CO-CURRICULAR

You will:

- contribute to the co-curricular life of the school as agreed with your Head of Department and Deputy Head (Co-Curricular);
- 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.





# 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.

## SKILLS AND COMPETENCIES

- An honours degree (2:1 or above) and/or a further degree in a directly related subject.
- 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.



# 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](mailto: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. The College will contact you within five working day from the application closure date.

**Closing date for applications:** Thursday 12th March 2025

**First stage online interviews:** Week commencing 10th March 2025

**Second stage interviews:** Week commencing 17th March 2025

**Start date in post:** September 2025

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





For more information, please contact

**Eton College**

Windsor, Berkshire

SL4 6DW

Tel. +44(0)1753 370100

[recruitment@etoncollege.org.uk](mailto:recruitment@etoncollege.org.uk)



**ETON**  
COLLEGE