

# GRADUATE TEACHER

SEPTEMBER 2025 -  
AUGUST 2027  
FULL TIME | ACCOMMODATED



**ETON**  
COLLEGE



# 01

## GRADUATE TEACHER

Train to teach in an innovative and exciting learning environment, within lessons and beyond.

Eton is committed to the development of excellent teachers. Our Graduate Teacher Programme provides the opportunity for six graduates each year to begin their professional journey in teaching by immersing themselves in a full-boarding environment for two years. The programme offers structured, wideranging and personalised training, development and mentorship. It embodies Eton's holistic vision of education, providing extensive experience and skills development within the three intersecting spheres of school life: academic, pastoral and co-curricular.

Across the two years of the programme our graduate teachers will build the foundations for a successful and fulfilling career in teaching.

- Year One will follow an in-house Foundations programme, run by the Teaching and Learning team at our Centre for Innovation and Research in Learning (CIRL).
- Year Two will provide graduate teachers with a PGCE and QTS, through our partnership with the National Institute for Teaching and Education (NITE) and the University of Coventry, enabling them to teach in both the state and private sectors.

### SALARY AND BENEFITS

In addition to the opportunities for training and development, we also offer an excellent remuneration and benefits package. Our starting salary is £25,000 per annum.

### ACCOMMODATION

Accommodation on site will be provided. This is free of rent (although there will be a small personal tax liability for this benefit). In their first year, Graduate Teachers live in a shared house in the centre of the school. This accommodation comprises individual en-suite bedrooms and individual sitting rooms/ studies with a large shared kitchen and communal area. The accommodation is part-furnished, and is suitable for a single person. In their second year Graduate Teachers live in individual self-contained Resident Assistant flats within boarding houses.

### CONTRACT

This is a two-year fixed term contract, commencing in September 2025 and ending in August 2027. During school term time working hours will be 6 days per week and approximately 40 hours per week. However, these hours may fluctuate depending on the needs of the College.

The role is contracted to work for 37 weeks per year (school term time, plus three days before the start of each term, plus 3 weeks of Summer Schools which support the school's partnership programme). On top of these working weeks, the post holder is entitled to 5.6 weeks paid holiday, meaning they will be paid for 42.6 weeks in total. The remaining 9.4 weeks are considered unpaid leave, but the salary is paid over 12 months.

The post holder is required to take their annual leave during non-term periods, excluding the 3 days before the start of term and the 3 weeks of Summer Schools – which normally run from early July, as these are periods they are required to work.

## GETTING INVOLVED

We believe students learn as much outside of the classroom as in it.

### PASTORAL SUPPORT

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. The 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. As part of the programme you will have the opportunity to get fully involved in the life of a Boarding House.

### THE CO-CURRICULUM

Individual development and personal achievement are 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. Music and Art both thrive at Eton and are delivered by specialist practitioners, but the rest of our vibrant co-curriculum is delivered by our teaching staff. This includes:

- A full sporting programme: there are school teams and inter house competitions in football, rugby, rowing, hockey, cricket and tennis, and a broad array of other sports such as fencing, squash, rackets, martial arts and water polo are available. Almost all members of the teaching staff are involved in delivering sport in some form or other.
- 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:

LGBTQ, Feminism, Disability and Accessibility Awareness, African and Caribbean, Debating, Model UN to name a few. Our societies host world class speakers, from activists and explorers to sports and television personalities, as well as experts in academic and professional fields.

- A variety of outdoor education activities, including mountaineering, climbing, kayaking, channel swimming and CCF. Our CCF is the first continuous school corps of its kind, and is run by a dedicated team of former officers as well as teaching staff, support staff and volunteers.

Our Graduate Teaching Development Programme will allow you develop your skills within the co curriculum.

### PARTNERSHIPS

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. Our partnership programme encompasses a wide range of free activities, including; EtonX self-study courses, sharing sports facilities, school visits and workshops, summer schools, an annual community fair fund-raising for charities, and pupil voluntary service in the local community. We encourage both pupils and staff to engage actively with service to their local communities. Your involvement in our Partnerships will include working in working in our Summer Schools.

# 02



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

- Bike-to-work scheme
- Counselling and legal advice services
- Eyecare plan
- Free use of sports and leisure facilities, including: 25m indoor swimming pool, gym, golf course, tennis courts, squash courts and Dorney Rowing Lake
- Discount at local shops and amenities

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

Graduate Teachers will be part of a well-established, inclusive and carefully-designed induction programme which will support them throughout their time at Eton. This includes:

- in the summer term before the programme begins, spending time in their new academic department, meeting the Head of the GTDP and meeting their fellow Graduate Teachers to establish key relationships.
- being part of a 'new masters' cohort, which also includes full-time teachers, language assistants and sports coaches. This group meets regularly throughout Year One to explore Eton's practices and processes together.
- attending weekly meetings with a department mentor for subject-specific support.

In addition, Graduate Teachers will be supported by the Teaching and Learning (T&L) team in CIRL where they will:

- complete the structured, evidence-informed Foundations programme in Year One, which will culminate in an individual Action Research project;
- attend fortnightly meetings with a teaching mentor, using instructional and pedagogical coaching techniques to improve specific areas of teaching practice;

- get involved in the rich culture of T&L at Eton: this might be through attending fortnightly T&L lunches, supporting academic departments in their protected termly T&L time, contributing to our T&L blog and weekly email series, working with teachers in partner schools or presenting at our tri-annual 'teachmeets' and showcases'.

You can find out more about the QTS Apprenticeship Route plus PGCE which our Graduate Teachers will follow in Year 2 here [QTS Apprenticeship Route plus PGCE | National Institute of Teaching and Education \(coventry.ac.uk\)](#)

### CIRL FACTS

- Full-time Head of Research and Impact
- Full-time Head of Digital Teaching and Learning
- Observation classroom and selfobservation tools
- Creative and flexible teaching spaces
- Innovative educational technology
- Publishes Eton Journal for Innovation and Research in Education
- Staff and pupil-led research projects

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

## OUR MODERN LANGUAGES & CULTURES DEPARTMENT

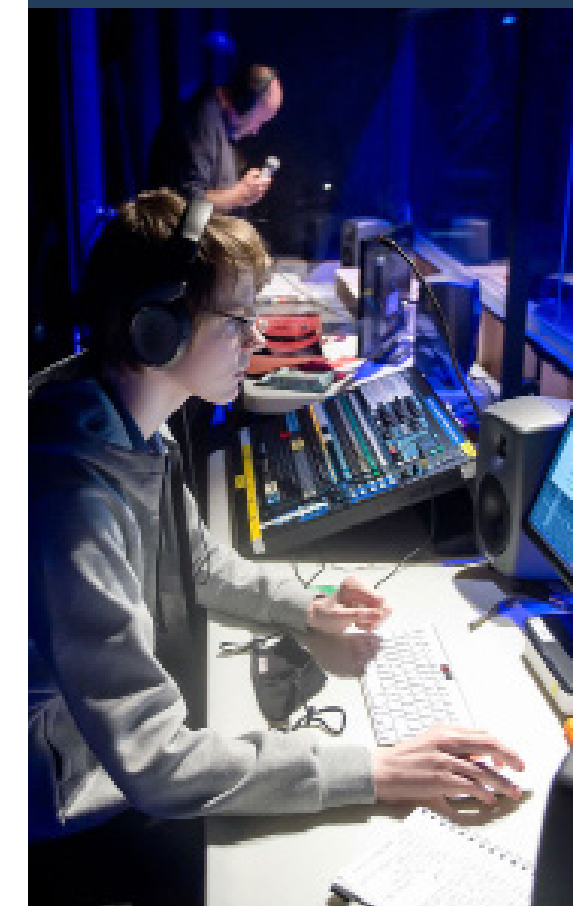
The Modern Languages & Cultures Department is almost unique in the UK in offering seven languages for boys to study as part of their day-to-day curriculum and the number of boys learning languages is extremely healthy by comparison with national figures. We offer French, German, Spanish, Russian, Italian, Japanese and Chinese as part of the timetabled curriculum. In addition to the core seven languages offered, we offer a further four or five languages either as off-timetable courses or as part of the school's specialist Options programme. The department is based in its own purpose-built buildings which opened just under ten years ago. Our department has a dedicated central library and each individual language area has a separate, well stocked collection of language-specific literature.

We are currently experimenting with ways in which AI can be used to enhance both boys' and Masters' experience inside and outside the schoolroom, ranging from simple resource creation to its use as a revision coach for boys who are about to take public examinations. In recent years masters have used IRIS software to observe and study their own practice, have undertaken literary translation projects and have contributed to the design and content of textbooks and public examinations. Every boy in Years 11, 12 and 13 has the opportunity to practise their spoken language at least once a week with one of our eleven Foreign Language Assistants.

A Graduate Teacher joining our team would, first and foremost, have the opportunity to see and experiment with a wide range of different teaching styles and approaches under one roof. Our team is made up of both native speakers of the various languages and those who have learnt the languages they teach from scratch, which means that there are always opportunities to practise one's chosen language and stay in touch with the associated cultures. Our department is keen never to turn boys away who wish to learn languages, so a Graduate Teacher would have plenty of opportunities to work with both academically high-attaining boys and those who find language-learning particularly tough.

We are a large, friendly and supportive team of teachers who care passionately about the value of foreign language-learning. We have hosted trainee teachers for a number of years now and we have had particular success with those trainees who hope to teach lesser-taught languages.

The academic interests in the department are many and varied. Alongside the varied backgrounds of our colleagues, a good number of whom are double or triple linguists, we have colleagues who take a special interest in the teaching of literature and film, as well as history, politics and linguistics. Secure subject knowledge in their chosen language(s) is an absolutely essential part of each team member's skill-set and we strive to practise our spoken use of our chosen language(s) whenever we can.



**"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."**

DEPUTY HEAD (PASTORAL)







## ABOUT THE ROLE

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

### ACADEMIC

With the close support of your mentor and the Head of the Programme, you will:

- Develop as a classroom practitioner, through a calibrated process that allows for a gradual increase in responsibility: from observing and reflecting and acting as a teaching assistant, through team-teaching or co-teaching responsibilities to taking sole responsibility for your classes in the second year.
- In Year 1, work with the Teaching and Learning team at our Centre for Innovation and Research in Learning (CIRL) on our Foundations course, which focuses on teaching fundamentals and building confidence and competence in the classroom.
- In Year 2, complete QTS (Apprenticeship Route) with PGCE delivered online through the National Institute for Teaching and Education (NITE) and the University of Coventry.
- Get fully involved in the busy life of an academic department. You could, for example, be developing resources; helping deliver partnership activities; providing one-to-one support sessions or clinics; assisting with university applications; providing cover; attending department INSET; supporting society meetings; invigilating internal examinations; and assisting with trips.

### CO-CURRICULAR

With the guidance of a co-curricular mentor, you will:

- Contribute to the sports programme. Your involvement will depend upon your experience and expertise, but could range from shadowing, co-coaching and assisting with practices and providing supervision and guidance, to 1-2-1 coaching, refereeing and taking full responsibility for a team. Appropriate training and support will be provided.
- Contribute to other areas of the co-curriculum depending on your skills, experience and interest. There are a host of areas to be involved in including drama, outdoor education, CCF, debating, social impact, environmental or inclusion education, partnerships activities or additional sports.
- Work with our Summer Schools team to help deliver our Into University and Eton Connect summer schools for three weeks each summer.
- Provide logistical support for major school events, such as open days, parent teacher meetings, as well as social events, trips, and the supervision of school transport at the start and end of holidays.

### PASTORAL

You will:

- Undertake all pastoral and safeguarding training provided as part of the programme.
- Develop an understanding of the nature of a boarding community and the role of boarding house teams in the lives of students by joining a house team as an 'assistant' in your first year, undertaking a weekly duty evening and eating regularly with the boys in the house.
- Further develop your pastoral experience in the second year as a Resident House Tutor, becoming more fully involved in the life of a boarding house.

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

## CANDIDATES

We are looking for candidates from all backgrounds.

To be successful in this role, you will need:

### Academic Achievement:

- A good undergraduate degree (2:1 or above) in a curriculum subject (or a subject closely related to the school curriculum) and a clear passion for that subject;
- A standard equivalent to grade C/4, or above, in GCSE English and Mathematics, in order to meet the criteria for the QTS Apprenticeship Route and PGCE course in Year 2.

### Knowledge and experience:

- Prior experience of working with, teaching, coaching or mentoring young people in any capacity;
- Experience of working in a team to achieve a shared goal;
- Knowledge, experience or interest in extra-curricular (co-curricular) activities.

### Personal Qualities and Skills:

- An interest in a career in teaching and an understanding of Eton's holistic vision of education;
- A desire to contribute to the extra-curricular (co-curricular) activities offered by the College;
- A commitment to the pastoral well-being of young people and to uphold the highest standards of pupil welfare and safeguarding procedures;
- The desire to be fully involved with the life of a busy boarding school – this will include co-curricular and pastoral duties that fall on evenings and weekends; you appreciate a boarding school operates 24/7 during term time and this can sometimes impact on your personal plans;
- The ability to actively reflect on your own practice, and the willingness to take on board advice and constructive feedback;
- Excellent written and verbal communication skills which will allow you to communicate effectively with a wide range of people;
- Excellent attention to detail with high levels of motivation, personal organisation, energy and initiative;
- Positivity, flexibility and the ability to juggle a variety of tasks.

In addition to the above, in order to enrol on the QTS Apprenticeship Route with PGCE, you will need to demonstrate that you hold the right to work and study in the UK and have been normally resident in the UK/EEA for the last three years.



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.

# APPLICATION PROCESS

## What happens now?

Please apply online at [jobsearch.etoncollege.com](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 (if applicable). You must ensure your referees can provide references shortly after you apply for this role. We cannot accept testimonials.

## Closing date for applications:

**First stage zoom interviews:** Thursday 7th & Friday 8th November 2024

**Assessment Centres:** Thursday 14th, Friday 15th  
& Monday 18th November 2024

**Start date in post:** September 2025

## What happens at the Assessment Centre?

- Group Assessment
- Tour of the School
- Presentation \*
- Safeguarding Interview\*

\* Please note some preparation will be required for these activities prior to the assessment centre day.

*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.*

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**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.**