

HEAD OF SCIENCE

JANUARY 2025 OR
EARLIER
FULL TIME | PERMANENT



ETON
COLLEGE

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HEAD OF SCIENCE

Be part of an innovative and exciting learning environment, within lessons and beyond.

We are looking for an experienced scientist to lead our science faculty. The role would suit someone who is a current or recent Head of Science or experienced Head of an individual science.

Our dedicated science building has recently undergone extensive renovation. It now comprises 26 teaching laboratories, state-of-the-art technical equipment, a lecture theatre, a dedicated Natural History Museum and a roof garden with a sixth form STEM facility.

The science department has a faculty structure with Heads of the individual sciences, each line-managed by the Head of Science. All pupils study Biology, Chemistry and Physics as separate subjects on rotation in Year 9. They choose at least two sciences for GCSE, although many take three. Around 200 pupils undertake sixth form study in science and around 50 each year go on to read a science related subject at university. Classroom learning is enhanced by participation in lively scientific societies and science Olympiad competitions, a pupil-led in-house science publication, and culture that promotes independent research and investigation beyond the syllabus, including popular STEM electives in the sixth form.

There are 40 full-time teachers, technicians and an administrator in the department, which operates a collegiate, open-door culture with regular sharing of ideas, enthusiasm and expertise. The department has taken a lead in developing the use of technology in the classroom and contributes significantly to our Outreach and Partnership programme.

The successful candidate will join the staff as a teacher in the Science department with additional responsibilities as the Head of Department: all Head of Department positions at Eton are tenable for an initial 5 years and renewable for a further 5 years by mutual agreement.

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.

WHY WORK WITH US?

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

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

In addition to the opportunities for career progression, training and development, we also offer an excellent remuneration and benefits package. Our salary is competitive, based on skills and experience. In addition to their basic salary and accommodation, as Head of Department, you will receive responsibility allowance. Our staff also have free use of our sports and leisure facilities which are currently being extensively upgraded.

ACCOMMODATION

Due to the pastoral and co-curricular responsibilities of this role, the College provides accommodation in a flat or house in Eton.

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.

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. The school is part of the picturesque village of Eton with plenty of restaurants, pubs and coffee shops and is just over the bridge from the beautiful town of Windsor.

Eton is a short walk from Windsor Riverside Station, with regular trains to Waterloo. Eton is only a short drive from Slough station with 17 minute train services to Paddington, along with the Elizabeth Line offering a direct line into central London. This makes it very commutable for those living in Eton.

Proximity to Heathrow and the M4 and M25 mean that it is incredibly well connected and easy to get to.

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

- A generous pension scheme with a 16% employer contribution and a 4.9% employee contribution
- Bike-to-work scheme
- Counselling and legal advice services
- Eyecare plan
- Free or heavily discounted access to 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
- Subsidised Masters Common Room

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.

CIRL FACTS

- Full-time Head of Research and Impact
- Full-time Head of Digital Teaching and Learning
- 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

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

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. We have a growing catalogue of online EtonX self-study courses which cover a wide variety of areas including leadership skills, university preparation, career education, and the academic curriculum. These courses are used internally as well as made available for free to pupils and teachers at partner schools and the broader UK state sector.

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.

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.

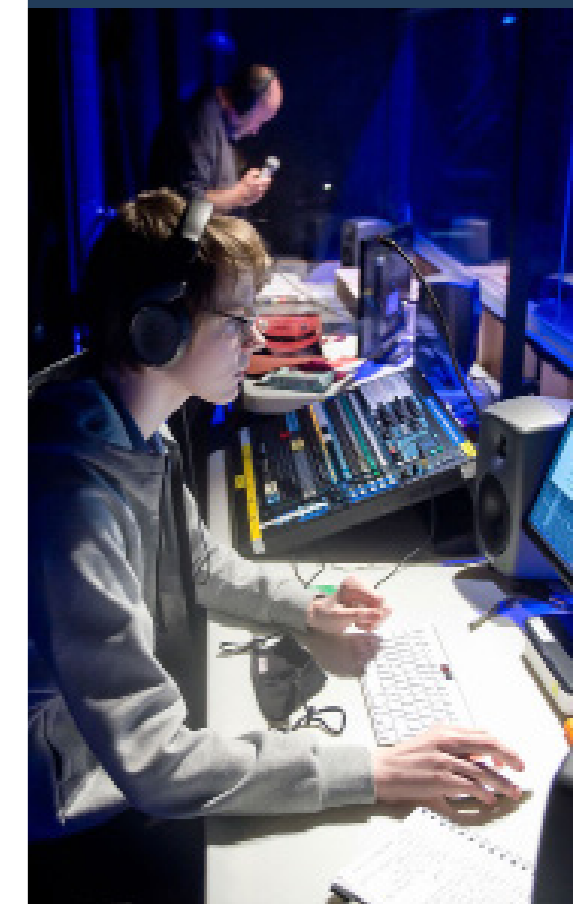
The school provides outstanding pastoral care for its pupils. Eton is a 24/7 boarding school with 25 boarding houses, each home to around 55 pupils aged 13-18. The houses are the heart of life at Eton. Each house is run by a dedicated team, including a House Master and 'Dame' who live on-site, and a 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.



"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

ACADEMIC

You will:

- articulate a clear vision for the future of science at Eton and develop the strategy to realise this vision;
- monitor the quality of teaching and learning across the three sciences;
- co-ordinate and evaluate the support for pupils applying for scientific courses at university;
- co-ordinate and promote STEM education within the department and the wider school;
- 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;
- manage the assessment in science of applicants to join the school across a range of entry points and procedures;
- oversee the various departmental prize competitions and lectures;
- 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, ensuring challenging goals are set and achieved;
- provide timely, detailed and supportive feedback to pupils;
- ensure your subject knowledge and skills as a teacher are up-to-date;
- cover lessons when required;

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

MANAGEMENT RESPONSIBILITIES

You will:

- lead a team of 40 and directly line-manage the three Heads of individual sciences and the departmental technicians;
- be a highly visible presence around the Science 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 three departments;
- liaise with senior management and HR over staffing issues and recruitment;
- work with the Heads of individual Sciences to develop colleagues in the sciences, both professionally and personally;
- 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, and manage financial budgets.

FURTHER INFORMATION

CO-CURRICULAR

You will:

- contribute to the co-curricular life of the school as agreed;
- 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, 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), taking an interest in their academic progress and well-being;
- 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 sciences;
- establish contacts with science departments at universities;
- work with the Director of Partnerships and Partnerships team to ensure that science is an integral 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.

This list is not exhaustive and is subject to change. The successful candidate will be expected to fulfil any reasonable request made by the Head Master or their Head of Department.

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.

CANDIDATES

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

ABOUT YOU

You will:

- be an inspiring teacher and a passionate advocate for your subject;
- have a commitment to developing STEM and inter-disciplinary approaches;
- work with partner schools to promote science education in the wider educational community.
- 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;
- share Eton's holistic vision of education and be excited to contribute whole-heartedly to the co-curricular and pastoral aspects of boarding school life;
- be committed to your own professional development;
- embrace developments and innovations in teaching and learning and be open to a range of approaches in your professional practice.

LEADERSHIP CAPABILITIES

As Head of Science, 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 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 a variety of people with different needs and priorities;
- has a proven track record as a Head of Department and/or has practical experience of managing a team, procuring materials and running a budget;
- has strong 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.

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

SKILLS & COMPETENCIES

- a good 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;
- a teaching qualification is desirable but not essential;
- demonstrable subject knowledge to deliver engaging, imaginative and varied lessons across the age and ability range of students at the school;
- think strategically, and will develop and strengthen science at Eton;
- strong sense of ownership and professional accountability with an understanding of when to consult and when to act;
- excellent judgement in managing sensitive and complex situations with clarity and care;
- a solid understanding of, and commitment to working within the principles of equality, diversity and inclusion;
- strong interpersonal skills and the ability to build relationships and collaborate with a wide range of people;
- strong ICT competence and willingness to use new technologies for teaching and learning;
- highly motivated and can work independently as well as within wider teams;
- demonstrable interest in the welfare and pastoral well-being of young people;
- excellent oral and written communication skills;
- a positive attitude, an optimistic approach to change and development, a balanced sense of perspective and a good sense of humour.



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BEYOND THE CLASSROOM

Life at Eton is rich, varied, exciting, challenging and immensely rewarding for pupils and staff alike.

SPORT

Sport is central to Eton's curriculum, not just because pupils enjoy it, but because it helps to develop many of the qualities in which the school believes. Opportunity is key: pupils play for school teams and in house competitions for all major sports including football, rugby, hockey and cricket, and a broad array of other sports such as fencing, squash, rackets, martial arts and water polo are available. Every pupil is offered a full sporting programme and almost all members of the teaching staff are involved in delivering sport in some form or other.

OUTDOOR EDUCATION

Outdoor education provides opportunities to develop practical skills and offers physical and mental challenges that encourage problem solving, resilience and teamwork. We offer a variety of activities, including mountaineering, climbing, kayaking, channel swimming, and the CCF. The latter 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.

CLUBS AND SOCIETIES

Often run by students but with the support of teaching staff, there are around 90 clubs and societies. These encompass a wide range of interests and inclusion forums: LGBTQ,

Feminism, Disability and Accessibility Awareness, African and Caribbean, Debating, Model UN to name a few. Pupils also have the opportunity to hear world class speakers - from activists and explorers to sports persons and television personalities, as well as experts in all sorts of academic and professional fields.

DRAMA

There are over 25 theatrical productions each year, including school and house plays directed by members of staff, and independent plays directed by boys. These are staged in a range of superb performance spaces at the school. Productions also regularly appear at the Edinburgh Fringe Festival.

MUSIC

Music thrives at Eton and many pupils join an orchestra, ensemble, choir or rock band. There are currently 122 Music Scholars and Exhibitioners and more than 1,000 music lessons are taught each week by Visiting Music Teachers.

ART

Our Drawing Schools have facilities for painting, drawing, printmaking, computer graphics and digital photography. There are also two purpose-built 3D studios that have facilities for ceramics and sculpture in wood, metal and plaster.

"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

YOUR APPLICATION

To discuss the role, please contact the Deputy Head (Academic), Mr Tom Hawkins deputyheadacademic@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.

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 16th May 2024

First stage zoom interviews: Week commencing 20th May 2024

Interviews: Tuesday 4th June & Wednesday 5th June 2024

Start date in post: January 2025 or earlier

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 so we can make adjustments accordingly.