



Head of Geography

September 2020



Head of Geography

An opportunity to lead a large and thriving department of geography in the UK.

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As Head of Geography, your teaching excellence, dedication to your subject, skills as a leader and manager, and commitment to diversity and inclusivity are your most valuable qualities.

We are looking for an experienced teacher of geography who has the vision, passion and energy to take an already successful department on to the next stage of its development and who is equally comfortable teaching physical and human geography at A Level. It is an exciting time in the development of teaching and learning at Eton, and you will play a leading role both in the department and more widely in the school.

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.

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



Geography 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.



Quick facts

- *Well-resourced department building in the heart of the school*
- *Thriving Geographical Society*
- *High profile and respected subject within the school*
- *Strong culture of academic prizes and independent work*

All pupils take up geography in Year 9, where they study a foundation course which supports GCSE study for those who opt to continue the subject in year 10. Our Year 9 course currently includes resource management, glaciated landscapes and ecosystems and tropical rainforests. About half the year group then continues with geography for GCSE (AQA GCSE Geography 8035). In 2019, 79% of candidates were awarded a grade 9 or 8. Around 90 pupils undertake geography (CIE International A Level 9696) in the Sixth Form where results are typically above the school average. Degree courses in geography and related subjects are popular amongst pupils, and in most years 2 or 3 of our pupils achieve offers to read the subject at Oxford or Cambridge.

There are currently 10 members of the department, with a broad mix of subject specialisms and teaching contributions. The department prides itself on its friendly and supportive atmosphere and its open door culture with regular sharing of ideas, enthusiasm and expertise. The department is embracing the developing use of technology in the classroom and contributes significantly to our Outreach and Partnership Programme. We also offer our pupils an exciting range of fieldtrips, including day and residential, compulsory and optional, in the UK and abroad.





Eton today

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

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Today's school is a progressive and increasingly diverse community. Inclusivity, individual student development and innovation in teaching and learning are our guiding principles.

We are a modern, forward-thinking school, 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.



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

CIRL facts

- Full-time Researcher-in-Residence
- Dedicated Academic Technologist
- Observation classroom
- Creative teaching spaces
- Video conference facilities
- Publishes Eton Journal for Innovation and Research
- Staff- and pupil-led research projects



Outreach and Partnership

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Eton prides itself on the depth and range of its partnerships with the wider educational commonwealth.

We place great emphasis on extending Eton's educational reach as far as possible by making Eton accessible to those who could not otherwise afford to come here and by making our expertise and facilities available to students who are not our pupils.

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.

For pupils in receipt of 100% bursaries, attending the school can be a life-changing opportunity. We work in partnership with specialist organisations such as SpringBoard to provide these transformative experiences.

We also have one of the largest and most effective outreach programmes of any independent school in the country, with annual interactions with over 100 state-funded primary and secondary schools. These include the two free schools that Eton was involved in establishing, both of which offer an Ofsted 'outstanding'

education to their pupils: Holyport College, and the London Academy of Excellence. Eton's staff and pupils benefit greatly from these relationships.

Our 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 Universities Summer School, an annual Community Fair fund-raising for charities, and voluntary service in the local community.

- *We set aside more than £6.5 million a year for bursaries and currently over 80 students receive 100 per cent bursaries and a further 200 receive significant financial support.*





Life at Eton College

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

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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. 10% of pupils come from overseas.

Academic standards are high: over 90 per cent A*/A passes at GCSE, and over 95% A*/A/B passes at A-level or Pre-U equivalent.

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 through a huge variety of activities – from sports to music to theatre.

Games are central to Eton's curriculum, not just because pupils enjoy them, but because they help to develop many of the qualities in which the school believes.

The range of sports available is wide and includes football, rugby, hockey, cricket, rowing, athletics, squash, rackets and fives.

On some match days, there may be as many as 30 games and more than 40 teams playing. Our aim is to offer opportunities for every student to take part in and learn through sport.

Music thrives at Eton. A very generous building programme has doubled the size and scope of the music department in recent years. There are currently

122 Music Scholars and Exhibitioners and more than 1,000 music lessons are taught each week.

In the creative and performing arts, pupils participate in over 20 theatrical productions each year, and Eton productions regularly appear at the Edinburgh Fringe Festival.

CARING FOR OUR PUPILS

The school provides outstanding pastoral care for pupils. We are a full boarding school with 25 boarding houses, each home to 50 boys aged 13-18. The houses are the heart of life at Eton.

Each house is run by a dedicated team which includes members of the teaching staff. New staff members can expect to be attached to a house and to carry out a fortnightly duty evening as a House Assistant.

All teachers tutor one or two small groups of pupils, meeting them regularly and taking an interest in their academic progress and wellbeing.

// 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



Candidates

We are looking for suitably qualified candidates from all backgrounds. We value individuality, difference, teamwork and the contribution everyone makes to the life of the school.

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ABOUT YOU

You will be an inspiring teacher and passionate advocate of geography 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 department 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. You will have the vision and commitment to develop the role of Eton's Geography Department within our significant Outreach and Partnership Programme. You will value the place of a vibrant co-curriculum and the importance of outstanding pastoral care in a boarding environment.

Do you thrive on innovation, leadership and collaborative working?

Are you a geographer with a passion for inspiring your students?

About the role

As Head of Geography, you will be responsible for:

- Articulating a clear vision for the future development of the department and implementing that vision
- Working with colleagues to ensure outstanding teaching and learning, and promoting best practice, leading by example in the classroom
- Working with partner schools to promote geography education in the wider educational community
- Inspiring the next generation of geographers at Eton and beyond.



Job Description

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



ACADEMIC RESPONSIBILITIES

You will:

- Articulate a clear vision for the future of geography at Eton and develop the strategy to realise this vision
- In conjunction with the Director of Teaching and Learning, develop and evaluate the quality of teaching and learning across the department
- Co-ordinate and evaluate the support for pupils applying for geography 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 the assessment in geography of applicants to join the school across a range of entry points and procedures
- Oversee the various departmental prize competitions and lectures.

MANAGEMENT RESPONSIBILITIES

You will:

- Lead and line-manage a team of 9
- Support the professional and personal development of members of your department
- 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 observations and learning walks within the department
- Liaise with senior management and HR over staffing issues and recruitment
- Manage the department's financial budgets.

LOOKING OUTWARDS

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

- Ensure that there are effective and lively academic societies across the department
- Develop contacts with relevant departments and universities
- Work with the Director of Outreach and Partnership to ensure that geography is an important part of the Outreach and 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, Lower Master or the Deputy Head (Academic).

/// We are committed to creating and sustaining an environment that values and celebrates the diversity of both staff and pupils. 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. ///



YOUR SKILLS AND COMPETENCIES

You will be an effective teacher and leader who:

- Is passionate about the future of geography education
- Can think strategically, and will develop and strengthen geography at Eton
- Can balance process and pragmatism when making decisions
- Has personal integrity and a genuine commitment to Eton's aims
- Is prepared to challenge and to ask questions

– Has strong interpersonal skills and can build relationships with a wide range of people including pupils, colleagues and parents

– Has a strong sense of ownership and professional accountability with an understanding of when to consult and when to act

– Has excellent judgement in managing sensitive and complex situations with clarity and care

– Demonstrates an ongoing commitment to his or her own professional development

– Plans time effectively and is well organised

– Has a positive attitude and approach to change and development

– Has a balanced sense of perspective and a good sense of humour.

Additionally, we are interested in other skills and experience that candidates may have and in their ability to make a wider contribution to school life.





The Benefits

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

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ETON - TOWN AND SCHOOL

Eton College is a friendly community with a family atmosphere. We are situated in a beautiful Berkshire town that offers excellent local schools and amenities. Historic Windsor is just across the river, and London is easily accessible by rail or motorway.

There is enormous collegiality at Eton. As one new teacher said: "This is my fourth school and I've never been made to feel so welcome". Colleagues are also 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.

ACCOMMODATION

This role comes with the benefit of school- provided accommodation for you and your family. Many of our teaching staff and their families are accommodated at the school in flats and houses around Eton. Accommodation is provided free of rent, council tax, buildings insurance and general maintenance costs, so staff only need to pay for their utilities and other bills.

PROFESSIONAL DEVELOPMENT

We have a structured and well-funded professional development programme, in addition to a culture of sharing best practice informally within departments.

For all new staff, there is an induction and mentoring programme and a tailored programme for new Heads of Departments. Teachers joining the profession are supported as they find their feet, and anyone wanting to gain QTS or PGCE qualifications is given significant help and resources.

SALARY AND BENEFITS OF SERVICE

The role carries an appropriate teaching salary and responsibility allowance. Exact details of these will be discussed with the successful candidate.

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*



Your application

For more information or to discuss the role,
please contact the
Deputy Head (Academic), Tom Hawkins:
DeputyHeadAcademic@etoncollege.org.uk

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Eton College is committed to creating and sustaining an environment that values and celebrates the diversity of its staff and pupils. We are looking for people who can bring new perspectives, life experiences and skills that will enrich our community and the learning of our students both inside and outside the classroom. 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:

Thursday 30th January 2020, 11.59pm

Interviews:

Tuesday 11th February/Wednesday 12th February 2020

Start date in post:

1st September 2020

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.