



CHAPLAIN AND TEACHER OF DIVINITY

JANUARY 2024
FULL TIME | PERMANENT



ETON
COLLEGE

01

CHAPLAIN AND DIVINITY TEACHER

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



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.

We are looking for an inspiring Chaplain and Divinity specialist who will provide strong pastoral and spiritual support for students and members of the Eton staff community, be excited to be part of a dynamic and successful academic department and embrace life in our boarding community. The successful candidate must be an ordained member of the Anglican clergy and a well-qualified student of Theology, and be able to teach Divinity as an academic subject to a high standard.

As a Chaplain at Eton, duties include providing pastoral care to a number of boarding houses and taking an active role in the Chaplaincy rota for weekly services. He or she should enjoy the company of young people and possess the personal resilience and stamina needed to provide support to others and to be fully involved in the busy life of a full boarding school.

Our Divinity Department is an energetic and dedicated team of informed and passionate subject specialists. The department operates a collegiate, open-door culture with regular sharing of ideas, enthusiasm and expertise.

We are embracing innovations in teaching and learning, particularly developing the use of technology in the classroom. The department benefits from a well-resourced new building, a strong culture of academic prizes and independent work and

various exciting academic enrichment opportunities. We contribute significantly to the school's Partnerships programme.

Divinity is a high profile and well respected subject within the school. All pupils take up Divinity in year 9, where they study philosophy, ethics, and sacred texts. More than half the year group will then continue with Divinity for GCSE (EDUQAS Religious Studies). Around 140 pupils undertake Theology (OCR Religious Studies) in the sixth form where results are typically above the school average. In 2022, 97% of candidates were awarded a grade 9 or 8 at GCSE and 44% achieved A* at A-Level.

A number of popular philosophy- and theology-related enrichment courses are also taught across the school. Degree courses that include Theology and Philosophy are popular amongst pupils.

This is a full time, accommodated role that includes a teaching timetable of up to 18 40-minute lessons per week spread over 6 days per week (Monday to Saturday) plus Chaplaincy duties. The exact number of lessons per week will depend on the ability to contribute in other areas of school life such as the co-curriculum.

If candidates are able to offer a subject additional to Divinity, details of this will be discussed at interview.

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.

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. Windsor is just across the river, with a tangle of pretty lanes, chic shopping streets, green spaces, an ancient castle and picturesque tea shops. There is plenty to see and do. Windsor hosts the oldest and largest inhabited castle in the world as well as one of Britain's oldest and most prestigious repertory theatres. 20 miles of beautiful and historic waterway meanders through the Royal Borough of Windsor and Maidenhead, leaving historic villages and iconic attractions waiting to be discovered, such as the Stanley Spencer Gallery in Cookham, Windsor Guildhall, Maidenhead Heritage Centre and LEGOLAND Windsor. Central London is also easily accessible by rail or motorway.

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.

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 starting salary guide is £39,798 - £50,244, depending on experience. Free accommodation is a very substantial benefit enjoyed by our teaching staff. They also have free use of our sports and leisure facilities which are currently being extensively upgraded.

ACCOMMODATION

Many of our teaching staff and their families are accommodated in flats and houses around Eton. Accommodation is provided free of rent, buildings insurance, and general maintenance costs.

| 02



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

- Teachers' Pension Scheme
- 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
- 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.

PARTNERSHIP

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 selfstudy 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.

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 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.

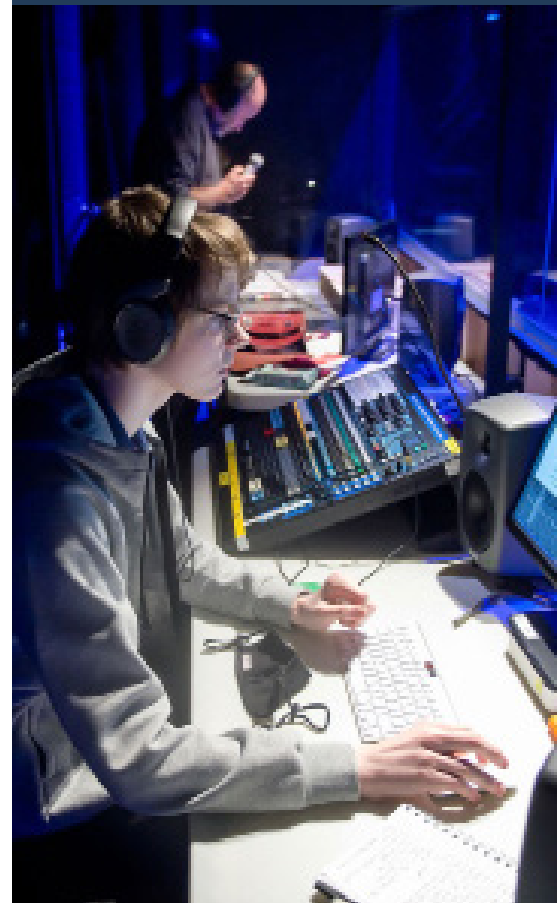
The school provides outstanding pastoral care for its pupils. Eton is a 24/7 boarding school with 25 boarding houses, each home to around 55 pupils aged 13-18. The houses are the heart of life at Eton. Each house is run by a dedicated team, including a House Master and 'Dame' who live on-site, and a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





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 ordained Anglican priest and a carer of all souls;
- be able to communicate with, enthuse and motivate young people;
- be excited to join a high-achieving and reflective academic culture;
- 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 open to a range of approaches to enhance your own spiritual well-being.

SKILLS & COMPETENCIES

- Experience of Chaplaincy work within the education sector;
- A solid understanding of the distinctive nature of Chaplaincy within a boarding school environment;
- Demonstrable experience of leading worship, church traditions, practices and rituals;
- Previous experience as a teacher and the ability to teach an academic subject [would be desirable];
- 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;
- Good 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.

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.

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.

ABOUT THE ROLE

08

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, 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;
- contribute more widely to the department through, for example, enrichment activities, administering internal examinations, interventions to support individuals or groups of pupils or partnership activities;
- be expected to teach nonexamined curricular subjects, including SPHERE (the College's PSHE programme);
- seek to develop your own professional practice in conjunction with your Head of Department;
- attend parents' meetings as required;
- carry out administrative and other functions 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;
- 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:

- have pastoral care for pupils, staff and their families;
- have pastoral responsibility for some of the boarding houses;
- 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.

CHAPLAINCY DUTIES

You will:

- work with the Conduct (Senior Chaplain) and Chaplaincy team (2 Anglican Priests and 1 Roman Catholic Priest) on a rota to lead Chapel services on weekdays and on Sundays;
- liaise with the Conduct and House Masters in visiting boys in their boarding houses;
- help in the preparation of boys wishing to be confirmed, running confirmation preparation groups as necessary;
- assist when requested with occasional pastoral offices such as baptisms, weddings and funerals;
- be available to any member of the college and school community (boy or member of staff) for consultation, advice and support;
- represent the place of the Chaplaincy team in school life by readily participating in co-curricular activities throughout the school week.



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.

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 Head of Divinity, Mrs Laura Miller-Bridgland L.Miller@etoncollege.org.uk or the Conduct, Rev Stephen Gray S.Gray@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 1st June 2023

First stage zoom interviews: Week commencing 5th June 2023

Interviews: Tuesday 13th & Wednesday 14th June 2023

Start date in post: January 2024

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.

10



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.