



EPSOM
COLLEGE

Appointment of a
Head of Economics



Welcome...

Epsom College is an inspiring place to work, renowned for excellent all-round education. Founded in 1855 on the principles of 'benevolence and excellence' kindness, ambition, integrity and community are at the heart of everything we do. Named 'the UK's most-improved school' by The Sunday Times in 2024, we educate 1,150 girls and boys aged 11-18.

The College has grown significantly in the past seven years, with pupil numbers rising 40% as the result of the opening of our Lower School in 2016, and growth throughout the rest of the College. We admit pupils into Years 7, 9, and 12, and each year around 220 new children join our community, with an average of five pupils applying for every space.

Epsom is a happy school. Almost all our pupils remain with us for their A-levels, and staff retention is equally strong. Around 60% of staff live onsite, which lends the College a real sense of community and togetherness.

From 8am until 6pm, our 72-acre campus is alive with learning; academic lessons also take place on Saturday mornings meaning that pupils have time each day to learn and develop outside the classroom. Our co-curricular programme – which features a vast array of clubs, societies and activities each week – is award-winning (picking up the 'Best of the Best' accolade from The Week for six consecutive years); our CCF is one of the largest in the UK; and our Duke of Edinburgh programme currently has over 100 pupils completing their Gold or Silver award.

In addition, our timetable features wellbeing lessons, an award-winning Personal Social Development offering, and an hour each week for volunteering in the community. Last year Epsom pupils gave 9,830 hours of their time to help local charities, schools, and community groups.

When pupils aren't busy with all of the above, they can relax and catch up with friends in their House. We have 13 single-sex Houses for all our pupils from Year 9 upwards (whether they are day pupils or boarders).

This combination of single sex accommodation within a co-ed environment gives us the best of both worlds.

The fact our houses are physical buildings, where pupils can step through the door into a space that's entirely their own, is key to the success of our pastoral programme. This was part of the reason why Epsom was named Independent School of the Year for Student Wellbeing (2022-23).

Sport is central to the College. We have been named the top co-ed school for sport in south east England, and compete in county and national finals in all our major sports across all age groups. Over 22 sports are offered to our pupils, and the aim is to encourage participation for all – we regularly field D and E teams, and see an average of 90% of pupils playing competitive fixtures.

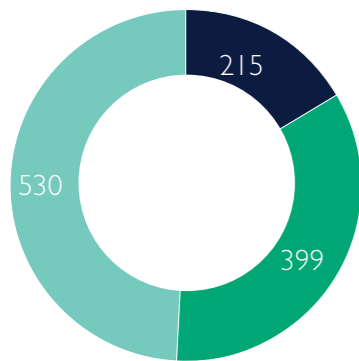
Our focus on delivering an all-round education, that develops the whole child, is regularly celebrated. In the past four years, in both the TES and Independent School of the Year Awards, we have been a finalist in the categories of Boarding School of The Year, Co-Ed School of the Year, SLT of the Year, Creativity in Teaching, Student Wellbeing, Community Initiative, and Sporting Achievement. We were voted the overall winner at the Independent School of the Year awards (2022-23), and the Sunday Times' most improved school in the UK for 2024.

We hope that you are excited by the opportunity to come and join the fantastic teachers and support staff who work here.



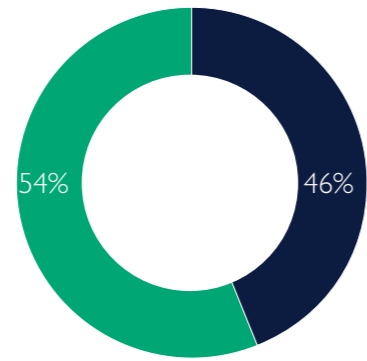
Epsom In Numbers

1,144
PUPILS



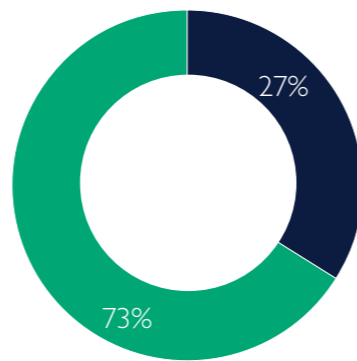
■ Lower School (Years 7-8)
■ Sixth Form
■ Years 9-11

100%
CO-EDUCATIONAL



■ Female
■ Male

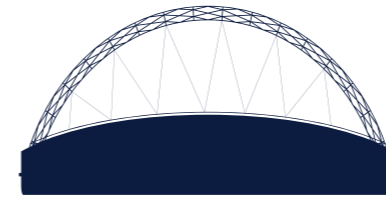
DAY & BOARDING
FROM YEAR 9



■ Boarding
■ Day

72-ACRE CAMPUS

It is rare for a College this close to London to have such an abundance of green space. To give you a sense of the size of our stunning grounds, the College can easily accommodate:



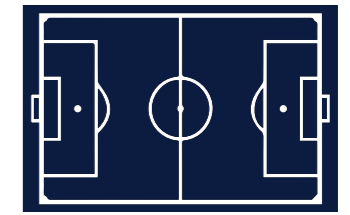
8

Wembley Stadiums



30

Trafalgar Squares



55

Football Pitches

ONE OUTSTANDING COMMUNITY

Every pupil at Epsom belongs to a House. Lower School pupils are day only and placed into four co-ed Houses. From Year 9 onward, all pupils join one of 13 single-sex Houses - whether a day pupil or a boarder.



■ Girls - 70-80 pupils in each House



■ Boys - 70-80 pupils in each House

£20m +

spent modernising all Houses
in the last six years

BREADTH OF OPPORTUNITY



133

Teaching Staff



380

Operational Staff



8,500

Community Service
Hours a Year



25

Subjects Offered



100+

Charities and Projects
Supported



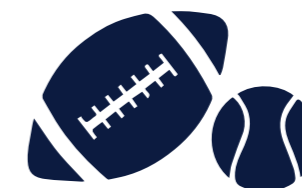
15

Miles from
Central London



150+

Clubs, Societies &
Activities Every Week



22

Sports Played
Competitively



90%

Pupils Represented Epsom In The Last
Two Years Of Competitive Fixtures

A Great Place To Work

One of the happiest places to live in Surrey, surrounded by open space, a beautiful campus and supportive colleagues. Epsom College is the Independent School of the Year, and a great place to work.

Here are five reasons why...

REASON 1: HAPPINESS

- The second happiest place to live in Surrey – according to the ONS (2021)
- The seventh happiest place to live in the UK – according to Rightmove (2017)
- Independent School of the Year: Student Wellbeing (2022-23)
- One of only four UK boarding schools to win Gold from the Carnegie Centre for Excellence in Mental Health in Schools, for the wellbeing of our staff and pupils
- 60% of staff live on-site, creating a warm welcoming community

REASON 2: LOCATION

- Two train stations walking distance from the College, with trains to Victoria and Waterloo
- Only 15 miles from Central London
- 30 minutes from Gatwick
- 45 minutes to Heathrow

REASON 3: OUR CAMPUS

- Nestled on the edge of the Surrey Downs, and the Surrey Hills Area of Outstanding Natural Beauty (AONB)
- Epsom College itself is situated within a 72-acre Victorian estate
- The perfect marriage of proximity to the capital, and access to the countryside

REASON 4: OPPORTUNITIES

- One of the UK's leading Independent Schools
- Strong co-curricular programme provides many opportunities to develop skills and experience
- Full commitment to supporting ECTs
- Funding of up to 50% of a training course may be available if there is a clear benefit to the College.
- A strong culture of CPD and career progression, including a renewed Leadership Development Programme
- Staff are encouraged to subscribe to external CPD courses (alongside INSET run throughout the year by Epsom staff and external providers)

REASON 5: BENEFITS

- Significant discount on school fees
- Free meals and refreshments during working day
- Competitive salary - we offer a 22-point salary scale, above the national scale. The basic salary ranges from £35,302-£67,808 pa across the 22 point salary scale for teaching staff
- A generous pension
- Staff are also paid emoluments for taking on additional responsibilities (from minor roles such as running a minor sport, to major responsibilities such as Head of Department or House). The maximum salary available to a non-SLT member of Common Room is £82,775
- Staff accommodation may be available – 60% of staff currently live onsite



About The Role

DEPARTMENT INFORMATION

Economics is a notably successful and popular subject in our Sixth Form, with the highest uptake at A-level except for Maths. The department is thriving, with an excellent team of subject specialists, and close links with the Business department, where A-level Business and the BTEC Level 3 National Diploma in Business are taught.

There are currently 54 students in four sets studying the Edexcel Economics A specification in the Upper Sixth and 92 students across six sets in the Lower Sixth. In recent years, results have been strong with over 70% of all candidates gaining an A* or A grade and 96% achieving A*-B; value-added results are also very high.

The success of the department is built on the collective strengths of forward-thinking and collaborative professionals who have a real passion for teaching and learning, and the heads of Economics and Business work closely together.

DEPARTMENTAL PRINCIPLES AND AIMS

- To ensure high quality teaching and learning that motivates and enthuses students, generates academic confidence, and develops independent thought.
- To provide a wide range of academic enrichment opportunities for students.
- To cater for the academic needs and interests of individual students by developing their competence in a wide range of core academic skills such as logical thought, effective communication and quantitative techniques.
- To produce consistently strong public examination results in, above average expectations derived from prior academic attainment.

CHARACTERISTICS OF THE DEPARTMENT

- A proud record of outstanding value added results at A-level.
- Commitment to exploring new ways of delivering the subject material, working efficiently and sharing resources.
- High quality accommodation, including modern spacious classrooms.
- Considerable breadth of experience from both within and outside of the profession.

RESPONSIBILITIES AND EXPECTATIONS OF HEADS OF DEPARTMENT

Strategic Direction and Development

- To prepare, in consultation with colleagues, an Economics Department development plan which supports the vision and furthers the College Development Plan; in addition, to monitor and review the implementation of the departmental development plan.
- To oversee the department, setting and monitoring targets for departmental development in close liaison with the Deputy Head (Academic), and to prepare for and respond effectively to the recommendations of Departmental Internal Reviews (MOTs).
- To embed College and departmental aims and policies in departmental schemes of work.
- To maintain and develop links with professional groups and exam boards, in order to keep up to date with educational and subject-related best practice and ensure and promote the excellence of departmental provision.

Leadership, Management and Organisation

- To lead and manage the Economics Department in order that high performance standards are

achieved, recruiting, inducting, developing, deploying, motivating and appraising members of the department; to establish clear expectations of teachers and offer appropriate development opportunities.

- To manage efficiently vital routine administration (examinations, cover, etc.).
- To identify, in liaison with the Assistant Head: Professional Development, the training needs required for departmental development and to promote the professional development of teachers in line with departmental and College aims.
- To make effective use of departmental meetings to improve teaching and learning and to ensure that actions are recorded and implemented.
- To create departmental documentation of high quality (Departmental Handbook, Schemes of Work, Subject Information, etc.).
- To prepare and monitor a budget which promotes the cost-effective management of resources to support high quality teaching and learning.
- To ensure that the department is a safe, well ordered and stimulating environment in which to teach and learn.

Teaching and Learning

- Promote and inspire excellence in teaching and learning to ensure all pupils develop their potential in the subject - including the most able and those with learning needs.
- Exemplify in own practice the skills of teaching and learning typified by lead professionals.
- Identify, analyse and challenge underperformance in teaching and learning making effective use of raw and value added data in collaboration with HMMs, HOYs and SLT.
- Develop, review and implement schemes of work which support high standards of teaching and learning.
- Ensure that individual pupil progress is regularly assessed, recorded and reported and used to inform future teaching and promote further progress.
- Develop imaginative provision of co-curricular opportunities in order to promote pupils' enjoyment and understanding of the subject - and their broader personal development - and to collaborate with other colleagues in supporting cross-curricular initiatives.

- Support the work of the Careers Department in preparing pupils for the world of work and in preparation for UCAS applications and to give specific support to those pupils applying for the most demanding and selective courses - Oxbridge, Medical Schools, etc.

As a Teacher

- Teach a reduced timetable allocation (currently 17 lessons of 50 minutes over a six-day timetable).
- Contribute to the successful teaching of the subject in Years 7 to 13, adapting and reassessing lesson plans to meet specific student needs, liaising with the Academic Support Department as necessary.
- Be responsible for the processes of assessment, recording and reporting for the pupils in their charge.
- Assess pupils' work frequently in line with departmental and school policy and use the results to inform future planning, teaching and curricular development.
- Be familiar with school assessment and reporting procedures and prepare and present informative, helpful and accurate reports to parents both in writing and at parent consultation evenings.
- Enhance the quality of teaching and learning in the department and wider College through sharing resources and good practice, lesson observation, collaborative teaching, mentoring and active participation in continuing professional development.
- Consolidate and extend learning, encouraging pupils to take responsibility for their own learning.
- Set high expectations for all pupils to deepen their knowledge and understanding and to maximise their achievement.
- Use positive management of behaviour in an environment of mutual respect that allows pupils to feel safe and secure and promotes their self-esteem.
- Play an active role in the co-curricular life of the department, including contributing to support sessions, extension programmes, competitions, trips, open days, prep school events.
- Contribute to the school wide co-curricular programme as requested by the Assistant Head: Total Curriculum. This may include coaching sport at the appropriate level or delivering activity programmes over the six day working week.

- Work as a tutor in either the Lower School, or in a day or boarding house as requested by the Second Master.
- Adhere to, and promote, all College policies and procedures.
- Undertake any other reasonable task as directed by the Headmaster, Deputy Head Academic or Head of Department.
- Possess a sharp and progressive vision of the subject and of teaching and learning in a successful and dynamic school.
- Display an ability to perform well and remain professional whilst under pressure, be tactful and discreet, whilst mindful of observing Safeguarding and professional standards.
- Be committed to boarding school life and willing to engage in a range of co-curricular activities.
- Demonstrate a strong commitment to personal continuous professional development.
- Display a smart and professional appearance, representing the College in a positive manner.

This job description is indicative of the expected duties and responsibilities of a teacher and HoD at Epsom College. Given the dynamic and evolving nature of teaching and learning this job description is fluid and would expect to alter as the College's teaching and learning strategy and academic developments evolve.

Epsom College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

CRITERIA FOR APPOINTMENT

Essential Criteria

- Possess an excellent degree in Economics or a related subject.
- Demonstrate the ability to teach A-level Economics.
- Demonstrate an innovative and imaginative approach to teaching and learning, showing the capability to deliver inspirational and informative lessons to a variety of age ranges and abilities.
- Hold an impressive track record of A-level results and display an appetite for using data to drive up academic standards.
- Demonstrate a capacity to lead and develop colleagues.
- Demonstrate a willingness to take the lead in developing the department's co-curricular activities and raising the profile of the department in College life.
- Be able to demonstrate a positive and authoritative rapport with all pupils, showing excellent and effective classroom management skills.
- Present excellent communication skills to enable effective dialogue with pupils, parents, staff and visitors.
- Be organised and self-motivated, with a proven record for meeting targets and deadlines.

Desirable Criteria

- Experience of leading and managing initiatives.
- Experience of leading and managing colleagues.
- Experience of preparing pupils for Oxbridge entrance.

In order to arrive at a decision, the selection panel may enhance any or all of the desirable criteria and we reserve the right to appoint at any time during the recruitment process.

The College has its own salary scale, and offers a generous fee remission for the sons and daughters of staff along with numerous other benefits including private health care and accommodation may be available.

The offer of the role would be made subject to receipt of references, proof of relevant qualifications, Teaching Regulation Agency and other relevant checks for teaching positions in the UK, obtaining a letter of professional standing from the professional regulating authority for teachers who have worked outside the UK where appropriate, a check of online search engines and websites of publicly available information that does not identify the candidate as potentially unsuitable to work within a school setting, sighting of birth certificate, Enhanced Disclosure and Barring check at management level, an overseas check, if appropriate, and pre-placement medical assessment that are all satisfactory to Epsom College. Proof of entitlement to work within the United Kingdom will be required. Prior to interview, an online search of internet search engines, websites and other publicly available and publicly accessible platforms to ascertain applicant's suitability to work within a school environment will be undertaken on applicants that have been shortlisted.

All employees are required to ensure that all duties and responsibilities are discharged in accordance with the College's Health and Safety Policy. They should take reasonable care for their own Health and Safety and that of others who may be affected by what they do or do not do. Staff should correctly use work items provided by the College, including personal protective equipment in accordance with training and instruction.

Anyone wishing to discuss these details further may contact Mrs Rebecca Brown, Deputy Head Academic, rebecca.brown@epsomcollege.org.uk

Candidates are asked to complete the Application Form available from our website www.epsomcollege.org.uk or 'quick apply TES' along

with a letter of application and submit these as soon as possible. Applications will be assessed in order of receipt and interviews and subsequent offer may occur at any stage after applications are received. We therefore invite interested candidates to apply as soon as possible.

Please contact Vikki Stroud, Recruitment and HR Manager, with any queries regarding the application process vikki.stroud@epsomcollege.org.uk

Closing date: 9am Monday 13 January 2025.





EPSOM

COLLEGE

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