



EPSOM
COLLEGE

Appointment of a Teacher of English

FULL OR PART TIME

Applications will be assessed upon receipt and interviews may be arranged over the Easter holiday period to assist with notice period of successful applicant(s)

REQUIRED FOR SEPTEMBER 2025

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.

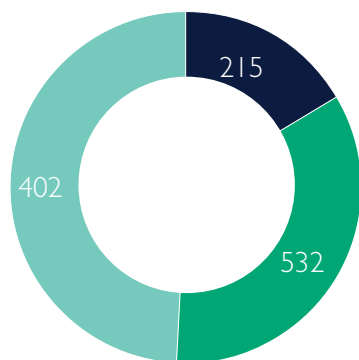
It is an exciting time to be joining the College, with Mark Lascelles having taken up the Headship from September 2024.

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



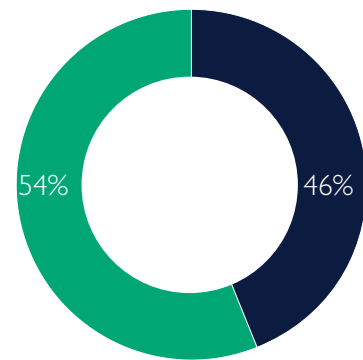
Epsom In Numbers

1,149
PUPILS



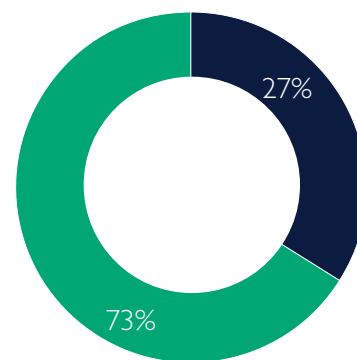
■ Lower School (Years 7-8)
■ Sixth Form
■ Years 9-11

100%
CO-EDUCATIONAL



■ Female
■ Male

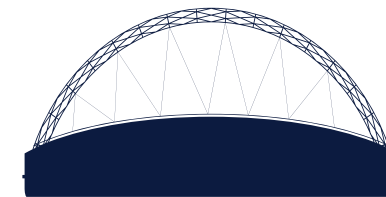
DAY & BOARDING
FROM YEAR 9



■ 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:



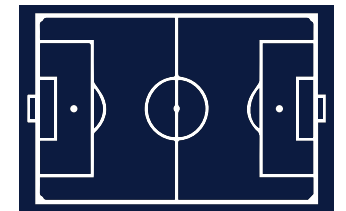
8

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



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
- Private Health Care plan
- Free meals and refreshments during working day
- A number of other lifestyle benefits available to staff
- 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 flexible pension scheme is offered
- 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).
- Staff accommodation may be available – 60% of staff currently live onsite



About The Role

DEPARTMENT INFORMATION

The English Department at Epsom College is a vibrant, collaborative and academically ambitious team, pooling our passion for language and literature and sharp intellectual insights into a curriculum that aims to challenge and enrich our students.

Pupils begin their journey through English in the Lower School, where they develop their foundational communication skills, studying a range of poetry, prose and drama texts. As they move into the M4 (Year 9), students start to hone their skills in preparation for GCSE, taking on more challenging texts and pushing their personal, critical engagement with literature. We place great emphasis on students crafting and improving work; both the Romeo & Juliet coursework unit and the M4 Poetry Project encourages students to carefully consider their interpretation of literature, and to work towards true mastery of writing.

In Years 10-11, we guide around 180 pupils each year through the Pearson Edexcel iGCSE English Language and English Literature courses. These enable students to encounter a wide range of texts from across the globe, as well as continuing to improve their writing skills across fiction, non-fiction, and literary analysis. We believe our curriculum engenders not only an intellectual understanding of language and literature, but an intense enjoyment of it as well. Students leave the course well-equipped to communicate effectively in an ever-evolving world.

A healthy number of our pupils – between 20 to 40 each year – go on to take our English Literature A-level course, which is also officiated by Pearson Edexcel, making it a natural progression from the iGCSE curriculum. In this course, pupils gain both breadth and depth in their understanding of English Literature, studying texts from Renaissance drama to postmodern poetry. Teachers are afforded a great deal of freedom in their choice of set texts, enabling them to share novels, poems and plays which they are both passionate and knowledgeable about.

All students in the Sixth Form also take a 'Core Curriculum' subject in addition to their A-levels, for which the English Department offers a course in advanced writing and argumentation with the AP English Language and Composition course, as well as preparing students for the English Speaking Board's Advanced Certificate in Spoken English. This is a popular choice of complementary course for many pupils who wish to continue practising their communication skills, preparing them for the world of work.

The English Department is committed to developing all pupils' ability to express their ideas with confidence and many pupils participate in The Junior and Senior Dodd Public Speaking Competitions which are highly regarded. College teams have won rounds of the English Speaking Union and Rotary Public Speaking Competitions; the Senior Debating team has progressed to the Finals of the Cambridge Union Debating Competition and the Junior Debaters have debated in the Oxford Union.

Fortunately, the department is now located in a new building with light and airy classrooms, complete with ceiling-mounted projectors that link to staff 1-2-1 devices. Innovative seating arrangements are designed to maximise the collaborative nature of English lessons, and encourage teachers to eschew the traditional lecture format in favour of a lesson style that is more engaging and dynamic.

The department currently comprises ten teachers, including the Head of Department, and works closely with the Teacher in Charge of English as an Additional Language as well as the school's Librarian, who is invaluable in supporting staff and students with resources and research skills. The College has an excellent library and an experienced and enthusiastic Librarian who is active in arranging visiting authors to work with many year groups. We have lately enjoyed talks and workshops by Daljit Nagra, Mary Lawson, Francesca Beard and David Walliams.

Finally, the department runs a rich programme of trips, as well as hosting many theatre and film showing in its state-of-the-art Lecture Theatre. We are currently in the process of organising a Sixth Form trip to Rome, to track the final, fatal tour of John Keats.

DEPARTMENTAL PRINCIPLES AND AIMS

- To encourage a genuine enjoyment of and appreciation for literature based on informed personal responses.
- To enable pupils to become discerning readers and critics, capable of responding with insight and perceptive judgement to a wide range of texts.
- To enable pupils to listen attentively and to speak with confidence in a wide variety of circumstances.
- To foster the ability to read accurately and fluently, and to evaluate a wide range of texts critically.
- To develop pupils' ability to write clearly and accurately, using vocabulary precisely, and structuring sentences, paragraphs and whole texts effectively.
- To develop pupils' personal, social, cultural and historical awareness and understanding through their study of literature.

DISTINCTIVE CHARACTERISTICS OF THE DEPARTMENT

- The department has been at the forefront of developing new uses of technology in the classroom and pioneering approaches to assessment and feedback.
- As a core subject, in which the development of literacy skills is paramount to pupils' success, English has a unique position within the school to take centre stage in pushing forward the wider aims of the College.
- There is a purposeful atmosphere of collaboration in the department in which all colleagues work together and support each other to review and refine schemes of work and teaching practices.
- As a department, we pride ourselves on the wealth of opportunities that we provide for our pupils, both inside and outside the classroom, from 1-2-1 support and activity sessions to arranging a wealth of visiting speakers, workshops, theatre trips and lecture days for all year groups.

MAIN TASKS AND RESPONSIBILITIES

The successful applicant for this post will be expected to:

- Teach a standard timetable allocation (currently full time 21 lessons of 50 minutes over a six-day timetable) or part time allocation;
- 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;
- Make a positive contribution to the efficient running of the Department, including setting and marking examinations, writing Schemes of Work, attending departmental meetings, and undertaking administrative and other tasks as delegated by the Head of Department;
- 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, and so on;
- As requested by the Assistant Head: Total Curriculum, contribute fully to the school wide co-curricular programme outside of purely academic areas, across all three terms and the six

day working week. This could include assisting with coaching and running a sport team, training with the Combined Cadet Force or DofE programmes, delivering high quality and innovative activities across a range of age groups, assisting with whole school events and contributing to the Total Curriculum in whatever way is best required by the College;

- Work as a tutor in either the Lower School, or in a day or boarding house as requested by the Deputy Head: Pastoral & DSL;
- Adhere to, and promote, all College policies and procedures;
- Undertake any other reasonable task as directed by the Head, Deputy Head Academic or Head of Department.

This job description is indicative of the expected duties and responsibilities of a teacher 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 English or related subject;
- Demonstrate the ability to teach GCSE and A-level;
- 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;
- Display a willingness to be involved in all aspects of departmental development, be a dedicated team-player who strives for excellence and leads by example;
- Be able to demonstrate a positive and authoritative rapport with all pupils, showing excellent and effective classroom management skills;
- An understanding and appreciation of safeguarding protocols;
- Show 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;
- Have 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.

Desirable Criteria

- Provide evidence of an impressive track record of GCSE and A-level results;
- Ability and willingness to teach a second subject.

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 other benefits including private health care plan and fitness centre membership and accommodation may be available.

In compliance with statutory safer recruitment regulations, 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, 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 Rebecca Brown, Deputy Head: Academic, rebecca.brown@epsomcollege.org.uk or Ben Campbell, Acting Head of English, benjamin.campbell@epsomcollege.org.uk



Candidates are asked to complete the Application Form available from our website www.epsomcollege.org.uk 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, Friday 11 April 2025. Applications will be assessed upon receipt and interviews and appointments may take place before the closing date.





EPSOM

COLLEGE

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