

# Graduate Debater in Residence

September 2018

## Introduction

Eastbourne College Incorporated (ECi) seeks to appoint a recent graduate to provide inspiration and enrichment to pupils' learning through debating, public speaking, and the like. The right person will have a unique opportunity to work in a stimulating environment where resources, buildings, colleagues and pupils all strengthen the process of teaching and learning.

## Eastbourne College Incorporated (ECi)

Eastbourne College Incorporated is the term for the combination of Eastbourne College (pupils Age 13-18) and St. Andrew's Prep School (pupils age 7-13). The two schools are run separately but are part of the same charity and a single Board of Governors bears overall responsibility. The Debater in Residence post will allow and expect the post-holder to work across both schools, gaining experience of both primary and secondary phase education. It is likely that the day-to-day management of the post will fall to the College and so most of this job description refers to the College.

## The College

Eastbourne College is a co-educational HMC independent school of just over 630 pupils, of whom half are full-time boarders. It is a strong community with excellent links with local schools and the remarkable town in which it is located.

Academic standards are very high with an average of over 80% of A-level grades being awarded A\*, A or B in the last four years. At GCSE approximately two thirds of all grades awarded are A\* or A. The College recruits from a wide ability range and value added outcomes are exemplary. The majority of College leavers enter higher education in leading universities at home or abroad.



The College celebrates its 150<sup>th</sup> anniversary in 2017

The College is run as a full boarding school with a six-day per week academic and co-curricular timetable. Day pupils share the same wide curriculum as boarders and enjoy equal access to the physical and human resources of the school.

We are proud of our rich cultural and sporting traditions. The modern Birley Centre is a hub of the performing arts and has a performance space ideal for debating events. There is also a school theatre that can hold a large audience, a drama studio space, and other spaces conducive to debating and

public speaking workshops for smaller groups. College artists exhibit in London, actors have starred in film and TV; the Design & Technology (DT) department wins an extraordinary number of Arkwright scholarships. We have an enviable reputation for sport both regionally and nationally. Eastbournians frequently represent the county in hockey, rugby, cricket and netball; several old Eastbournians have gone on to achieve international honours. There are also thriving Combine Cadet Force, Duke of Edinburgh's Award scheme and Service at School (S@S) programmes.

Eastbourne College places great emphasis on the importance of developing a school in which education is built on core values and positive, supportive relationships. These central qualities will endure long after a student moves on from the College. The five key values of participation, the pursuit of excellence, integrity, courtesy and kindness are, it believes, the bedrock upon which every child's education should stand, providing them with the wherewithal to flourish both at school and beyond.

### St. Andrew's Prep

Founded in 1877 and home to 360+ pupils from 9 months to 13 years, St Andrew's is a non-selective co-education IAPS prep school which prides itself on breadth and excellence. Most are day pupils but 25 to 30 boarders live within the heart of the school with space for a further 20 flexi boarders - a facility used by a large number of children over the course of the year.

The school is set in twelve acres of sports fields. The beach is a five-minute stroll away and a number of classrooms overlook the sea and the South Downs. With nature on its front door, St Andrew's offers unique Forest and Beach Schools which provide opportunities to complement classroom study with outdoor learning.

St Andrew's Prep's sporting pedigree is excellent with representatives winning medals at many county, regional, national and occasional international event across the sports of Rugby, Football, Cricket, Athletics, Hockey, Tennis and Netball. However, there are teams for every ability ensuring that each child represents the school. The school has an impressive sports hall and the recently refurbished Fives court has just re-opened. DT, Art, Drama and Music are of an exceptional standard. Recent LAMDA results have been outstanding and many of our musicians (80% of the pupils play an instrument) reach the higher ABRSM grades.

After-school and optional Saturday morning activities are numerous and varied and include, among many others, golf, jazz dance, pot throwing, steel drums, shooting, water polo, mountain biking and fencing. The school has its own Community award which aims to nurture confidence and independence, develop a breadth of interest in each child and create a stronger sense of identity and community.

St Andrew's amalgamated with Eastbourne College in 2010. The two schools retain a good deal of independence and their own identities, but share some facilities and support staff and are working to establish strong interdependent links which will benefit the education of the children within the wider charity. The two headmasters have their own separate teaching staffs and the Headmaster of St Andrew's is not line managed by the Headmaster of the College.

More information about the College and St. Andrew's Prep may be found by visiting the websites:

<http://www.standrewsprep.co.uk/>

[www.eastbourne-college.co.uk](http://www.eastbourne-college.co.uk)

News of latest events can also be found by visiting our Facebook pages:

<https://www.facebook.com/StAndrewsprepEB/>

<https://www.facebook.com/EastbourneCollege>

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## The Post

The College seeks to appoint an inspirational and energetic graduate to bring innovation and further enrichment to the school's debating and public speaking. In addition to leading the delivery of the debating and public speaking activities across the two schools, the post-holder will have the opportunity to support the teaching staff in the academic delivery of curriculum subjects as best fits their skills and interests. There will be an opportunity to take a role in the sporting life of the school and advise pupils on preparing for US university admission. It is expected that the successful applicant will bring their own talents, skills, ideas and interests to develop and enrich the educational experience for our boys and girls.

The post would suit someone looking to apply their skills in a new context, providing fresh opportunities for reflection, research, presentation and leadership. The successful candidate will have the ability to nurture pupils' oracy while communicating enthusiasm and arousing curiosity through their inspirational support and guidance.

The post would be particularly suitable for those wishing to gain experience of working within high-performing departments in preparation for further study, those considering teaching, or those from abroad wishing to experience life in Europe while being accommodated and paid.

## Job Description

1. **Job Title:** Graduate Debater in Residence
2. **Responsible to:** Assistant Head (Teaching and Learning)
3. **Job Summary:** To provide inspiration and enrichment to pupils' learning through debating, public speaking and associated activities.
4. **Duties and Responsibilities**

### Coaching, teaching, and inspiration

- a) To coach and train the debating and public speaking teams to improve the take-up, enjoyment and success of debating in the schools, including in local and national competitions.
- b) To run, in tandem with the Master in Charge of Debating, the Debating Society and debating/public speaking activities and clubs.
- c) Assist and advise the small number of pupils considering study in the USA on their US university admissions.
- d) To assist in the delivery of the academic programme in at least one area of the curriculum, e.g. Government and Politics, English, Economics, History, Life and Learning.
- e) To work alongside teaching staff on oratorical projects with pupils throughout the school.
- f) To provide support to individuals and small groups of pupils where appropriate, e.g. interview presentation advice.
- g) To be proactive, reliable and to demonstrate initiative within the busy, academic life of the school.
- h) To stamp their ideas, innovation and personality on the school's academic enrichment offering.
- i) To communicate enthusiasm and generate curiosity in pupils' endeavours in the school.
- j) To produce newsletters / blogs / social media content etc. to celebrate the work of the debating and public speaking teams and society.

- k) To work with pupils at St. Andrew’s Prep and other feeder schools to promote the excellence of provision for academic enrichment at the College.
- l) To engage with the Eastbourne Schools Partnership to spread oracy and associated skills with local maintained schools.
- m) To keep accurate and up-to-date records of the progress of the pupils being supported and to make regular evaluation accordingly.
- n) Where appropriate, to report on pupils’ progress through the College’s electronic report card system and other reporting processes.
- o) To provide supervision and support for pupils working on debating and public speaking outside of timetabled time.
- p) To carry out any other duties associated with the role as requested by the Headmaster or Senior Management Team.

**General**

- a) To promote and uphold the College’s core values both in and out of the classroom.
- b) To support the development of all pupils through the unspoken curriculum (the way pupils learn to treat each other and the way they are expected to behave).
- c) To check any absences against the lists published in Metis and inform the Housemaster/mistress (Hsm) or Head of Department (HoD) of any discrepancies.
- d) To attend regular meetings of relevant departments.
- e) To liaise with tutors and Hsms regarding pupils’ progress and attendance.
- f) To attend staff meetings as requested by the Headmaster.
- g) To attend parents evenings as requested by the Headmaster.
- h) To proactively support the implementation of College policies and practices.
- i) To participate in the school’s appraisal and performance management processes.
- j) To identify personal training needs / aspirations and to attend INSET as required by the HoD or the Assistant Head (Teaching & Learning).

In making the appointment the Headmaster will have regard to the experience and potential specifically exhibited by candidates. The exact delineation of responsibilities will be determined by the strengths and interests of the appointee.

This job description may be altered to meet changing educational context at the discretion of the College / St. Andrew’s Prep.

**Person Specification**

Applicants should be able to demonstrate the following:

Attribute	Essential	Desirable
Education and Training	<ul style="list-style-type: none"> <li>• Educated to good degree standard (or equivalent)</li> </ul>	<ul style="list-style-type: none"> <li>• Academic interest in Govt and Politics, English Lit, British or European History, or any other subject studied by a number of pupils at the schools.</li> <li>• Desire for further study and experience in academia or teaching.</li> </ul>

Knowledge and Experience	<ul style="list-style-type: none"> <li>Competitive debating experience in national competitions.</li> <li>Experience of leading in debating or public speaking societies.</li> <li>First-hand experience of US university admissions process.</li> </ul>	<ul style="list-style-type: none"> <li>International debating experience.</li> <li>Experience of coaching debating / public speaking.</li> <li>Willingness to coach sport.</li> <li>Experience of working in a boarding/residential environment</li> </ul>
Skills	<ul style="list-style-type: none"> <li>Superb debating skills and a desire to share them.</li> <li>Excellent oracy, communication and listening skills.</li> <li>Strong organisational and administrative ability.</li> </ul>	<ul style="list-style-type: none"> <li>A high level of ICT competency</li> <li>An inclusive manner and the ability to work in a team</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>A belief in the College's core values and the determination to uphold them</li> <li>An ability to set deadlines, meet them and manage expectation against them</li> <li>An ability to build, foster and sustain positive relationships with all in the College community</li> <li>Patience, compassion, courage, resolve and objectivity.</li> <li>Dedication, loyalty, commitment and positivity</li> <li>Capacity for hard work</li> </ul> <p>Being a positive role model for all in the College community by virtue of approachability, personal conduct and standards of expectation.</p>	

## Terms and Conditions

This will be a fixed-term appointment, running from 1 September 2018 until 1 July 2019, with accommodation provided and likely to be available for two weeks before and after the period above. An allowance to cover living expenses will be paid, likely to be in the region of £15 000 (gross). The post-holder is also entitled to free term-time meals in the dining hall and to take all school holidays as vacation time.

All appointments are made subject to a satisfactory medical disclosure, an enhanced check with the DBS and any other pre-employment checks deemed necessary by the College.

The College is a non-smoking establishment and an equal opportunities employer.

## How to Apply

In order to apply, please send the completed application form, together with a letter of application (addressed to the Headmaster). Please also provide the contact details no fewer than two referees, one of whom should be your current employer or university tutor.

Your letter of application should evidence your suitability for the post against the job description and person specification described above.

Electronic applications are welcome and should be sent to [applications@eastbourne-college.co.uk](mailto:applications@eastbourne-college.co.uk)

All applications must be received by noon 16 February 2018

All candidates will be contacted shortly after the closing date with interviews taking place at the College or via video call (Skype) thereafter.

## Postscript

There are many attractions to teaching at Eastbourne College, not least its location on the south coast in the sunniest part of the country.

The College provides a safe urban environment in an attractive part of a peaceful town where pupils have easy access to shops, cinemas and theatres at appropriate times, and this strengthens the boarding experience. The railway station is close, with easy travel to Gatwick (one hour) and London (under 90 minutes). The beach and sea are a five-minute walk away and the South Downs (the newest National Park) are on our doorstep.

The school is a strikingly happy, cohesive and coherent community. We look forward to meeting you.

January 2018