



Teacher of PE and Games (Water Polo)





Contents

1. Introduction
2. Our Mission and Values
3. Working for Eltham College
4. The Role and Person Specification
5. Terms of Appointment and How to Apply

*A reputation to rival any
of its competitors*

Good Schools Guide





Introduction

Eltham College

The Eltham College family of Schools comprises Eltham College Senior School, Eltham College Junior School and, since September 2023, Blackheath Prep School.

Founded in 1842, Eltham College is a thriving, co-educational day school located in south-east London. Originally a boys' school that first accepted girls into its Sixth Form in the late 1970s, Eltham College is now fully co-educational and has nearly 1,100 students in total, including 240 pupils in the on-site Junior School. Eltham College occupies a green 70-acre site in the London Borough of Bromley and was named London Independent School of the Year 2024 by The Sunday Times.

Whilst holding strongly to its ethos of providing a balanced education for its students, the School places a deliberate emphasis on academic success and the School is now regularly found amongst the leading academic schools in the country in terms of results and value added, matching the performance of its main competitors such as Dulwich College, Alleyn's, Trinity School and Sevenoaks School. It also boasts many county and national players in a range of sports, as well as exceptionally talented musicians, actors, authors, scientists, economists, and artists.

Eltham College has a distinctive character, born out of its Christian heritage. It upholds its founding Christian principles, whilst welcoming students of all faiths and none. The School has its own chapel and all students and staff from Year 6 upwards are expected to attend a weekly service led by the Chaplain, a member of the senior staff, or by students. Alongside its emphasis on academic achievement, the School continues to focus on care for each and every pupil. Strong pastoral care, an energetic House system that promotes collegiality, and a relaxed and unpretentious atmosphere make Eltham College a happy and vibrant place for students and staff alike. Students also benefit from an impressively wide range of opportunities outside the classroom through an ambitious co-curricular programme across sport, music, drama and art, and community outreach and enrichment.

Eltham College enjoys superb facilities. In 2019, the Turberville Centre for Mathematics, Languages and Music departments was opened, along with a new Sixth Form Centre and a dedicated medical and wellbeing facility. Extensive and well-maintained sports facilities extend across the 70-acre site, including Astro and hard-court venues, and a large indoor sports centre and swimming pool. There is a drama theatre and a modern art gallery. The Science and Technology Centre has recently been extended, adding four new state-of-the-art laboratories and a science prep room.

The 2022 ISI Regulatory Compliance & Educational Quality Inspection rated Eltham as 'Excellent' in all areas and the full Report can be read [here](#).







Eltham College Junior School

Eltham College Junior School shares the Senior School's 70-acre site, with an entrance just three minutes' walk along the path from the College itself. It has a second entrance from Mottingham Lane. Fully co-educational, the Junior School is home currently to some 240 girls and boys from Year 3 to Year 6. Whilst very much part of the Eltham College community, the school has its own Head and its own identity.

Eltham College is an all-through school and Junior School students are not required to sit a separate entrance exam for the Senior School. Academic standards and co-curricular provision are exceptional, and great emphasis is placed on pastoral care. Students at the Junior School benefit from use of many Senior School facilities, including the dining hall and the extensive indoor and outdoor sports facilities.

'Tip top facilities, positive relationships, inspiring teachers and exciting extracurricular opportunities. The easy transfer to the college is surely the icing on the cake.' **Good Schools Guide 2024**



Blackheath Prep

In April 2023, Eltham College was delighted to announce a merger with Blackheath Prep to form a family of schools. Blackheath Prep is an independent prep school for just over 370 boys and girls aged 3 to 11. Founded in 1996, it occupies a beautiful five-acre site close to Blackheath village. Its original Georgian and Victorian buildings have been extended and adapted to include large playgrounds and extensive playing fields, tennis courts, cricket nets and a Forest School area.

With outstanding facilities, a formidable track record in academic success and impressive achievements in Music, Sport, Drama and Art, Blackheath Prep's vision is to offer an education without boundaries: to give every child the freedom to shine and achieve their full potential, to uphold academic excellence, sparking curiosity and a joyful love of learning, and to nurture kindness and wellbeing, creating a strong sense of community. Children go on to a range of independent and maintained secondary schools and, as part of the Eltham College family, benefit from a priority application process to Eltham College Senior School. A large proportion (at least 50% of the cohort over the last five years) are awarded academic scholarships at prestigious local independent schools or places at top grammar schools. A large number are also awarded scholarships in Art, Drama, Music and Sport.





Our Mission and Values

Eltham College's mission is to provide an outstanding and well-rounded education for girls and boys, built on Christian principles, as a thriving and leading institution among London day schools. This mission is supported by seven interdependent aims which shape the overall culture and direction of the school:





Working for Eltham College

The Senior Team

The Family of Schools is led by Guy Sanderson, CEO of the Eltham College Family of Schools and Headmaster of Eltham College Senior School.

The senior Executive team is chaired by Guy Sanderson and also includes the following members: James Martin (Senior Deputy Head, Eltham College Senior School), Vikki Lloyd (Head, Blackheath Prep), the Head, Eltham College Junior School (Rachel Thompson), Robin Wilkinson (Bursar) and Caroline Ward Vine (Director of Marketing and Communications).

Staff and Professional Development

The three schools employ around 240 members of teaching staff (including teaching support roles) and approximately 110 support staff. All are highly committed to helping students achieve their full potential and form a lively Common Room with a good balance of age and experience.

Professional Development

There is a strong professional development programme which is encouraged and generously financed for teaching and non-teaching staff. This includes external courses, an internal CPD programme of lunchtime and twilight sessions, speakers being brought in to deliver in-school sessions and learning from peers and colleagues. The Headmaster is personally committed to staff development and spearheads the Devolved Leadership Programme, which is open to all academic and support staff. This enables ambitious and talented staff who are seeking either senior leadership experience or career development to undertake a whole-school project, with mentoring from a current senior leader.

Pay and Benefits

Eltham College offers very competitive salaries and a good range of non-pay benefits.

All staff are automatically enrolled in a defined-contribution pension scheme (subject to the terms of the scheme). All staff under the age of 70 are entitled to death in service benefit at three times their annual salary.

Lunch is provided free of charge during term time for all staff, in addition to free refreshments available in the Common Room.

All staff also have free membership of the Eric Liddell Sports Centre, giving family access to the swimming pool, fitness room and other facilities at designated times.

There are also electric vehicle and cycle to work schemes, interest free season ticket loans, free eye tests and flu vaccinations. An Employee Assistance Programme is also available for all staff, offering free, confidential, support on a range matters such as financial and legal support and counselling for home-life issues.

Children of staff can be educated at the School if they meet the entrance standards and, at the discretion of the Headmaster, may receive a tuition fee reduction for both Junior and Senior Schools.



Our Benefits



Competitive Salary



Eyecare Vouchers



Interest Free Loan for Public Transport Season Tickets



Interest Free Loan for Rent Deposits



Electric Vehicle Salary Sacrifice Scheme

A tax efficient mechanism for leasing an electric vehicle including installation of a charger cable if applicable.



Cycle to Work Salary Sacrifice Scheme

A tax efficient means of funding purchase of a cycle with value up to £2000.



Sport and Fitness

Free membership of the Eric Liddell Sports Centre.



Free Flu Vaccinations

Provided annually, on site.



Access to Employee Assistance Programme

Confidential independent advice and support on a range of financial and legal matters, and counselling support.



Virtual GP Access

Delivered through HealthHero, virtual GP service available 24 hours a day, 365 days a year.



Free Lunch and Refreshments

Free meals at lunchtime and free refreshments available in the Common Room for all staff during term time.



Death in Service Payments

All staff under the age of 70 are eligible to receive this at three times their annual salary.



Fee remission

Employees with children who are eligible to attend the school, who have satisfied the entry criteria as set out in the School's admissions procedure and are awarded a place, may receive remission on school fees.



Annual Leave Entitlement for Support Staff

Holiday pay, offered at a minimum of 25 days plus bank holidays for full time new joiners (pro-rated for part time staff), increasing with longer service.



Excellent Transport Links

Rail services to central London and Gravesend/Dartford from Mottingham station (10 minutes' walk) and to central London and Sevenoaks/Bromley/Orpington from Grove Park station (25 minutes' walk). The area is served by a number of bus routes. Limited free parking is available on site. Free parking also available locally.



The Role and Person Specification

Job Description

Job Title:	Teacher of PE and Games (Water Polo)
Hours of Work:	Full time
Reports to:	Director of Sport
Required for:	January 2027

Principal Role

This is an exciting opportunity for a dynamic, energetic teacher to join the Eltham College team as part of the Sports department in January 2027. The successful candidate would join a dynamic department of 14 full-time P.E. teachers plus other professional coaches and be expected to become fully involved within the school and lead at least one core A team sport in hockey, netball and/or cricket is also required. We are seeking an enthusiastic and motivational Water Polo Specialist to build on the national success achieved by our boys', girls' and mixed teams over the past three years. Working closely with the Head of Aquatics, the successful candidate will continue to nurture exceptional participation levels while driving further national success across the programme. The successful candidate will be committed to maintaining the highest standards of teaching and learning across the PE and games curriculum, delivering outstanding experiences that promote both participation and performance.

Sports Department

Eltham College is set within 67 acres of playing fields and enjoys the use of the Eric Liddell Sports Centre on site, as well as two hockey astroturf pitches (after recently investing £1m in a second pitch), 6 tennis/netball courts, 8 cricket squares, 8 rugby pitches and 2 football pitches.

Students compete in a comprehensive core sport training, fixture and cup programme across the core sports at the school which are rugby/netball, hockey and cricket. In addition, the school regularly achieve national success at in ski racing, golf, swimming, water polo and fencing, as well as at regional level in in athletics, cross country, tennis, and badminton. In addition to this, Eltham College offers a wide range of other sports within the PE and Sports programme. Sports Science is offered at GCSE and A Level.

The school currently enjoys a unique relationship with the Old Elthamians Rugby Club (Youth Section), Blackheath and Old Elthamians Hockey Club, and Old Elthamians Cricket Club, all of which are based on the school grounds.

Main Duties

- Lead and develop the Water Polo programme across all age groups, working closely with the Head of Aquatics to deliver a cohesive strategic vision that promotes high participation, player development and sustained national success.
- Teach core practical PE across both Junior and Senior Schools in all areas of the curriculum.
- Take co-curricular clubs and teams throughout the year, including at least two core sports (Hockey, Netball, Rugby and/or Cricket) A team.
- Lead sporting activity before school, at lunch time, afterschool, weekends and occasionally during holidays for pre-season training and sports tours.



- Be a role model to all pupils in the school by demonstrating the correct sporting behaviour and maintaining appropriate conduct towards players, officials, and spectators.
- Attending national governing body professional courses or seminars to improve coaching performance at the elite level.
- Liaising with the Director of Sport and contributing fully to the wider sports programme as required
- Advocate the value and importance of participating in numerous sports, as well as learning the values of an active and healthy lifestyle.
- Carrying out any other reasonable requests, in line with the broad responsibilities of the role

Commitment, enthusiasm, passion and outstanding subject knowledge alongside a capacity for hard and sustained work are required in any candidate for a post in the Eltham College Sports Department.

Person Specification

- Genuine passion for Aquatics, PE and Sport with a strong desire to inspire this in others;
- have played and/or coached to a regional and/or national standard in Water Polo;
- you will also be eager to develop your own teaching skills and share ideas with colleagues;
- have a track record of delivering high quality coaching and/or teaching to students of all abilities;
- demonstrate excellent communication skills and a high level of integrity and resourcefulness in order to work in partnership with colleagues at all levels of the school;
- have the ability to work flexibly with a diverse group of stakeholders: students, co-curricular colleagues, parents, local clubs and academy/county structures;
- have the ability to maintain an environment in which all students participate enthusiastically and where they strive to excel.

We welcome applications from experienced teachers or ECTs or applicants interested in ITT from a wide range of backgrounds.



Terms of Appointment and How to Apply

Safeguarding

Eltham College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the School's Safeguarding Policy and Privacy Notice (available on the school website) and are required to declare any criminal convictions or cautions, or disciplinary proceedings related to young people.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. Further details are given on the application form.

Equal Opportunities

Eltham College is an equal opportunities employer and welcomes applications from all sections of the community. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience).

The Application Process

Candidates should read the job description for the role, and complete the application form via the TES website [Eltham College - Tes Jobs](#)

Short-listed candidates will be invited to attend an assessment day week commencing the 28 September during which a range of skills, knowledge and experience will be tested.

Safer recruitment checks will be made at all stages in the recruitment process.

Contact Information

For more information about the application process please contact a member of our HR Team by telephoning 020 8857 1455 or contacting them via email hr@eltham-college.org.uk

Further details about the School can be found by visiting our websites: www.eltham-college.org.uk & www.blackheathprep.co.uk


THE SUNDAY TIMES

SCHOOLS GUIDE
2024

INDEPENDENT SECONDARY
SCHOOL OF THE YEAR
LONDON

Gloria Filiorum Patres



ELTHAM COLLEGE
JUNIOR SCHOOL

Eltham College Junior School

Mottingham Lane
London SE9 4RW

+44 (0)20 8857 3457
juniors@eltham-college.org.uk

www.eltham-college.org.uk



ELTHAM COLLEGE

Eltham College

Grove Park Road
London SE9 4QF

+44 (0)20 8857 1455
mail@eltham-college.org.uk

www.eltham-college.org.uk