

APPLICATION PACK

Role

Graduate of Music (ideally with a keyboard specialism and a supplementary ability in team sports)

September 2026

INTRODUCTION

Eastbourne College is a co-educational HMC independent school of just over 550 pupils, of whom half are full-time boarders; the majority boarding for the full week. 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 80% of A-level grades being awarded A*, A or B in the last five years. At GCSE just under 60% of all grades awarded are 9-7. 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, with 60% of these gaining places at Russell Group universities last summer.

The College is run as a seven-day week, full boarding school, values-led and within a Christian tradition that is inclusive of multi-faith (and no-particular faith) beliefs. Day pupils share the same wide curriculum as boarders and enjoy equal access to the physical and human resources of the school. Day pupils benefit from an extended day ending for most at 6pm although some remain later until 9pm on weekday evenings.

c. 550
pupils

80%
A*, A or B
A levels

60%
grades 9 to 7
at GCSE

We are proud of our rich cultural and sporting traditions. The Birley Centre is a hub of music practice, performance, composition and recording. There is an established partnership with Glyndebourne and links with Rambert, local artists and musical ensembles. College artists exhibit in London; actors have starred in film and TV; the Design & Technology 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 CCF, D of E and service 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.

More information about the College may be found by visiting the website: www.eastbourne-college.co.uk

News of latest events can also be found by visiting our Facebook page: <https://www.facebook.com/EastbourneCollege>



PURSUIT OF
EXCELLENCE
PARTICIPATION
INTEGRITY
KINDNESS



A young woman with blonde hair is smiling and looking towards the camera. She is holding a small, dark, knotted object in her hands. In the foreground, another person's hands are visible, also holding a similar object. The background is slightly blurred, showing what appears to be a workshop or classroom setting with shelves and various items. The entire image has a red overlay.

THE POST

THE POST

We are seeking an enthusiastic, talented, and well qualified graduate of Music, ideally with a keyboard specialism and a supplementary interest in coaching some team sports, to join our Music departments at Eastbourne College and St Andrew's Prep. The successful candidate will inspire pupils across the 7–18 age range, delivering high quality teaching at from KS2 to A level and performance-based ensembles at Eastbourne College at St Andrew's Prep. Both music departments are dynamic and well resourced.

Beyond the music departments, the post-holder will also contribute to our team games programme at the College and additionally carry out tutoring / pastoral work in one of the College's pupil houses. A greater proportion of the post-holder's working week will be spent at the College.

This role is suitable for an Early Career Teacher (ECT) or a recent graduate seeking to begin or explore a career in teaching. Strong support, mentoring, and professional development opportunities will be provided.

The position is initially for a two-year fixed term, starting on 1 September 2026 (or later in the autumn of 2026, for the right candidate) and may lead to a more substantive contract thereafter.



THE DEPARTMENT

The Prep School, St Andrew's

Is an IAPS co-ed preparatory school of approximately 180 pupils situated at the foot of the South Downs at the edge of Eastbourne, in upper Meads. Almost all pupils are day pupils, some of whom flexi-board. In 2029, St Andrew's will move to the College site in lower Meads; see [EC1310](#).

The music department at the College, the Birley Centre

Purpose-built in 2011, the Birley Centre is a flagship department within the College, situated a few minutes' walk from the sea and adjacent to the Devonshire Quarter of the town, including the Towner Gallery, Congress Theatre and Devonshire Theatre. The department is centred around a 160-220 seat auditorium on the upper ground floor linked to a foyer. A suite of recording studios of various sizes is located on the lower ground floor with 15 music practice rooms and 3 classrooms on the lower ground and 1st floors.



JOB DESCRIPTION

Job Title: Graduate of Music (ideally with a keyboard specialism and a supplementary ability in team sports)

Responsible to: The ECI Director of Music

Specific line managers:

- ECI Director of Music (for all co-curricular music matters and prep school music matters);
- College Head of Curriculum Music (for all curriculum music teaching);
- Director of Sport (all sporting matters) and the relevant hsm (for house tutor matters).

Duties and Responsibilities

A) Academic Music: Teaching & Learning:

- Deliver engaging, challenging, and creative lessons in Music
- Teach a restricted timetable across KS2, KS3 (across St Andrew's Prep and the College), GCSE and A level (at the College), following the relevant specifications.
- To prepare and teach lessons in accordance with programmes of study and schemes of work drawn up by the HoD.
- To plan lessons such that there is variety, challenge and measurable progress in pupil learning.
- To expect and promote the highest standards of pupil behaviour both in and out of the classroom.
- To provide differentiated activities to ensure that learning is appropriate and accessible to all.
- To set and mark prep in accordance with College and Department policy.
- To keep up to date records of pupil progress, sanctions and rewards.
- To make a contribution to the strategic development of the department.
- To promote and support the wider work of the department through enrichment activities.
- To make regular formative assessment of pupil progress through the eRC system (at the College) as scheduled by the College's Assistant Head (Curriculum), and the prep school reporting system, scheduled by the Prep's Director of Studies.
- To attend INSET and seek opportunities for CPD in consultation with the HoD and the Assistant Head (Staff Development).
- To attend parents' meetings and other academic events as requested by the Headmaster or other members of the Senior Management Team.
- To assist in the setting and marking of internal examinations as requested by the HoD.

JOB DESCRIPTION

- To assist in the marking and moderation of coursework, controlled assessment etc. as requested by the HoD.
- To attend department meetings as requested by the HoD.
- To attend staff meetings as requested by the Headmaster.
- To carry out any other duties associated with the role as requested by the Headmaster or Senior Management Team.

B) Co-curricular Music:

- Contribute to the broader life of the Music departments at both Eastbourne College and St Andrew's Prep, including participating in Symphony Orchestra, College Choir and leading / supporting other ensemble group practices and performances.
- Play the piano (and / or organ*) to a high standard in support of College / Prep informal and formal concerts, music exams, rehearsals, congregational singing practices*, chapel services*, and other events.
- Teach music theory and aural
- Assist with enrichment activities such as music trips to venues in the UK and sometimes abroad.
- Support other curricular and co-curricular music teachers and support staff within both school music departments to help ensure the smooth-running of the music programme and thereby enable pupil experience and opportunities to be maximised.
- Uphold the values and ethos of the schools, promoting a culture of creativity, curiosity, and excellence.

C) Co-curricular Games

- Coach two or more major school sports (e.g. rugby, hockey, netball, cricket, football) to a competitive standard for pupils aged 13-18.
- Plan and deliver progressive training sessions, develop talent, and lead school teams in weekly fixtures.
- To play an active role supporting the games and activities programme as directed by the Deputy Head (Co-curriculum and Operations).
- To provide team /activity lists and carry out other administrative tasks as requested by the Deputy Head (Co-curricular and Operations) or the Director of Sport.
- To attend INSET and other training courses as appropriate.

JOB DESCRIPTION

D) Pastoral

- To promote and uphold the Charity's core values both in and out of the classroom.
- 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).
- To be a tutor in a day or boarding house as directed by the Senior Deputy Head (Pastoral).
- To act as tutor to a group of tutees as directed by the relevant hsm (housemaster or mistress).
- To hold regular meetings with tutees to discuss academic progress and any pastoral issues.
- To discuss eRCs (electronic report cards) with tutees and comment as appropriate.
- To support the Hsm and House by attending house activities and events.
- To support tutees in their wider College lives.
- To attend chapel alongside tutees at weekly chapel services and any other school congregational events as requested by the Senior Deputy Head (Pastoral).
- Build positive relationships with pupils, promoting confidence, resilience, and a sense of belonging.
- Support the Charity's ethos and values, contributing to a safe, respectful, and nurturing environment.

E) General

- To attend INSET and other training courses as appropriate.

F) Safeguarding Duties

- The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact will be to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement and staff code of conduct at all times.
- The post holder will be engaging in regulated activity. There are particular safeguarding issues requiring attention for this post.
- The responsibility for pupil discipline, occasional one-to-one settings or trips/transport, and variety of situations require staff in this post to have a deep and wide understanding of safeguarding procedures. They have a broad view of pupil behaviours and should exercise vigilance regarding child protection issues.

JOB DESCRIPTION

- If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School they must report any concerns to the School's Designated Safeguarding Lead or, if they are the School's DSL, to the Headmaster and relevant agencies.

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.

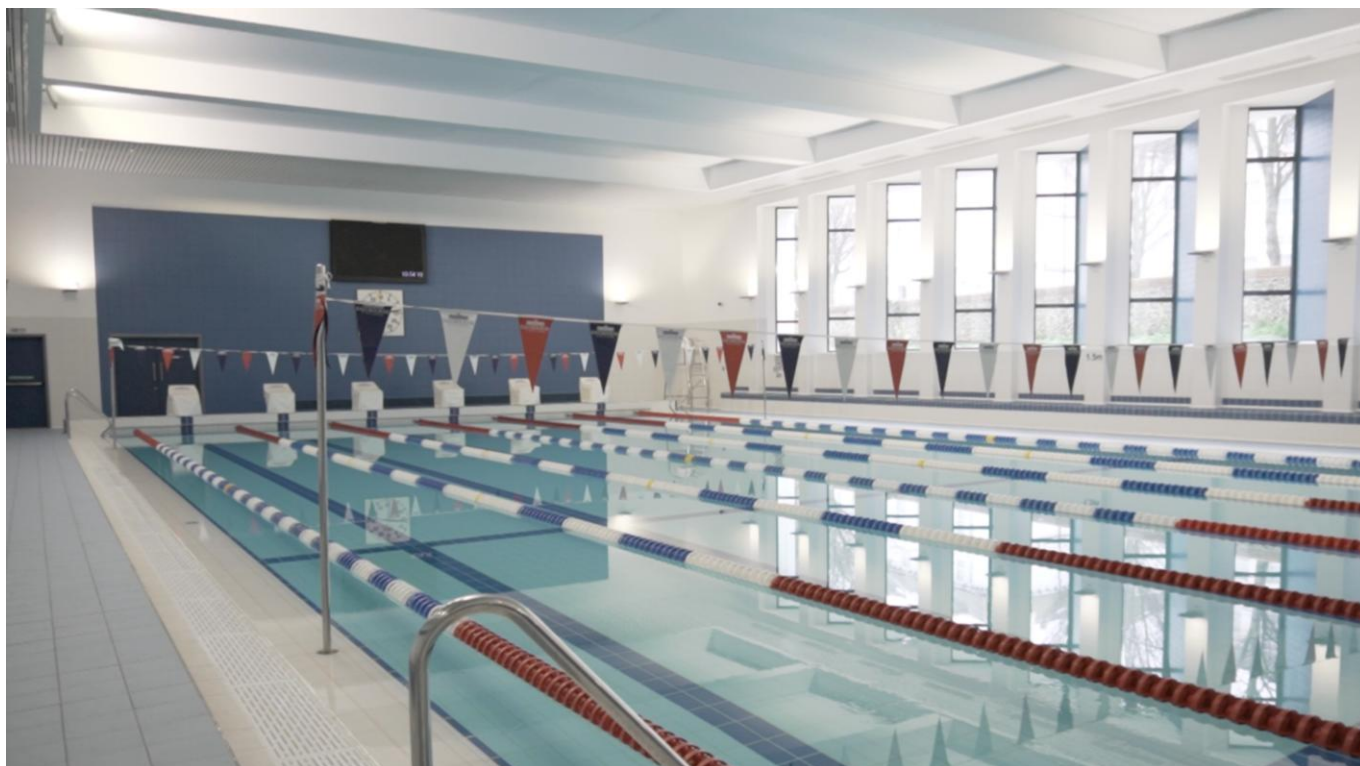
PERSON SPECIFICATION

Applicants should be able to demonstrate the following

Attribute	Essential	Desirable
Education and Training	- Educated to good degree standard (or equivalent) in music or a closely related discipline - Evidence of continuous personal and/or professional development	- Teaching qualification - Postgraduate degree
Knowledge and Experience	- An understanding of KS3, GCSE and A-level music and the importance of music in the school curriculum - Involvement in, and support for, co-curricular activities relevant to the College	- Experience of working in a boarding/residential environment - The ability to coach team games - An understanding of music technology – Sibelius, Logic, Pro-Tools
Skills	- Strong keyboard playing skills - Excellent communication and listening skills - Strong organisational and administrative skills - A high level of ICT competency - An inclusive manner and the ability to work in a team - The ability to interpret quantitative and qualitative feedback; to monitor and evaluate	
Personal Qualities	- A belief in the College's core values and the determination to uphold them - An ability to set deadlines, meet them and manage expectation against them - An ability to build, foster and sustain positive relationships with all in the College community - Patience, compassion, courage, resolve and objectivity - Dedication, loyalty, commitment and positivity - Capacity for hard work - Being a positive role model for all in the College community by virtue of approachability, personal conduct and standards of expectation	



INFORMATION



SALARY AND CONDITIONS

Contract: The position is initially for a two-year fixed term, starting on 1 September 2026 (or later in the autumn of 2026, for the right candidate) and may lead to a more substantive contract thereafter.

The College has its own salary scale, and the successful applicant will be remunerated at a level representing their qualifications, skills and experience. Specifics of this can be discussed with the Headmaster at interview.

The College offers generous packages of additional benefits and pay; all staff are on a salary scale above the national average and have opportunities for salary progression. Accommodation may be available.

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.



SAFEGUARDING STATEMENT

Eastbourne College (Incorporated) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The appointment is subject to appropriate child protection screening, including checks with past employers and the DBS.

Post holders will be engaging in regulated activity.

All posts are exempt from the Rehabilitation of Offenders Act 1974 and the Charity is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

Eastbourne College (Incorporated) is a non-smoking establishment.



EQUALITY STATEMENT

Eastbourne College (Incorporated) welcomes applications from all sectors of the community as we aspire to attract staff that match the social and cultural diversity of our pupil intake. We consider the most important factor to be the right skills, abilities and attitude for the job which will ultimately improve the well-being and education of the pupils.



HOW TO APPLY

To apply, please visit <https://www.eastbourne-college.co.uk/contact/employment-opportunities/> and click the **Apply Now** button to complete the required application form.

A letter of application (addressed to the Headmaster), evidencing your suitability for the post against the job description and person specification described above, and an up-to-date CV should be uploaded with this online application form.

Please provide contact details of referees, from whom we will request references should you be shortlisted for the post.

All applications must be received before **Friday 29 May 2026**.

For further information please contact hr@eastbourne-college.co.uk or telephone 01323 452288.



POSTSCRIPT

There are many attractions to teaching at Eastbourne College, not least its location on the south coast in on the sunniest parts 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 literally on our doorstep.

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

WHY JOIN US?

- A high-achieving, supportive school with a strong commitment to the arts and STEM.
- Excellent CPD opportunities and leadership development.
- Well-equipped workshops and design studios.
- A culture of innovation, collaboration, and pupil-centred learning.