WINCHESTER
COLLEGE



ECONOMICS DON / TEACHER OF ECONOMICS

CANDIDATE INFORMATION PACK



CLOSING DATE FOR APPLICATIONS 18 NOVEMBER 2026

Early applications are encouraged, and the school reserves the right to close the application process early should a suitable candidate be found.

PART ONE

ABOUT THE ROLE

The successful candidate will join a thriving and supportive department made up of four members of staff. Economics is a popular and growing sixth-form subject at Winchester College, with over 100 pupils studying Economics across the sixth form. We work collaboratively and supportively, with an emphasis on sharing resources and best practice. While teachers follow a scheme of work based on the exam specification, there is flexibility for teachers to be creative in how they deliver the course, under the support and guidance of the Head of Department. Economics enjoys an excellent academic record at Winchester College with 69% of A-level Economics candidates achieving either an A* or A grade last year, following the 'Edexcel Economics A' syllabus.

There is a wide variety of enrichment activities facilitated by the department to enable students to explore the subject beyond the scope of the A Level. We provide support to students in various national school and individual competitions, with students last year making the final of the IEA Budget Challenge and the Great British Economics Olympiad. There is also a student led Economics, Finance & Management Society (named after the economist and old Wykehamist, Frank Ramsey) where students have invited external speakers, led their own workshops and competitions.

Due to the interest of students in pursuing Economics and related disciplines at university, we place a strong emphasis on guiding and supporting them in preparing for university, in collaboration with maths and other departments. This includes facilitating discussion through mock interviews and running Economics at University seminars. We have had notable success in the past two years, with students successfully earning places at Oxford, Cambridge, Harvard, Yale, Chicago and several other Russell Group universities.



PART TWO

RESPONSIBILITIES

The successful candidate will be accountable to the Head of Economics for the quality, success and development of their teaching, all routine activities throughout the working week and providing feedback on any pupil, staff or organisational issues, and for external examination results.

They will have an enthusiasm for the subject and for teaching. Upon joining the department, they will take responsibility for a number of classes across the age and ability range of the pupils in the school.

The following summary of duties is intended to assist the Teacher of Economics in their respective responsibilities. The successful candidate will be able to:

Teaching Timetable

- teach a set timetable per fortnight
- set and mark work in accordance with school and department policies
- maintain accurate records of pupils' attainment and academic progress
- be available to provide extra teaching outside the timetable where appropriate, and as reasonably required by the school

Communication

- write reports on pupils as required
- monitor the progress of all pupils, giving constructive feedback from oral, written or examinable tasks
- attend meetings, including (but not limited to) staff meetings, chapel services, Professional Development days, and parents' evenings
- communicate with parents over pupil progress both at planned school events and on an 'as-needs-be' basis (either by email or face-to-face)



Professional Development

- show evidence of, and a continuing interest in, professional and personal development
- participate in the school's Professional Development Review system
- produce, share and encourage the generation of outstanding and innovative digital resources
- share best practice with the rest of the department

Additional Responsibilities

- be available to cover for absences both inside and outside the department as reasonably required by the Head of Department and/or the Director of Studies
- assist the Head of Department with the marking of scholarship and entrance examinations as required
- act as a tutor to a group of pupils in a boarding house
- invigilate exams (internal and external) as reasonably requested by the Examinations Officer and in accordance with the regulations of the Examining Boards



PART THREE

PERSON SPECIFICATION AND KEY QUALITIES

The successful candidate will possess a strong track record of achievement in:

- demonstrating and sharing knowledge of Economics, with an intuitive awareness of classroom management skills and an appropriate rapport with pupils
- being able to understand and demonstrate outstanding teaching ability
- communicating concepts in Economics in an articulate, positive and sensitive way to pupils across the range of ability within the sixth form, developing with them a working relationship of mutual trust and respect
- the ability to use an appropriate range of resources and strategies in teaching, to facilitate good learning
- being able to adapt existing departmental lesson resources to a high standard, and produce new ones to share with the rest of the department, conforming to the scheme of work laid out in the department's working document
- the ability to organise and manage time effectively to meet the demands of the teaching week
- nurturing and supporting pupils' wellbeing with well-developed pastoral instincts

Qualifications

Essential

- An excellent Honours degree relevant to the teaching aspects of the role

Key Qualities

The successful candidate will have:

- the ability to inspire and motivate pupils
- excellent interpersonal skills
- emotional intelligence and the ability to empathise with both staff and pupils
- the ability to use initiative
- the resilience and stamina needed to deal with the demands of boarding school life
- a genuine enthusiasm to contribute to the wider life of the school, with the ability, skills, and experience to contribute in some capacity to the school's extra-curricular activities
- commitment to promoting and embedding an inclusive culture, with equality of opportunity for all

PART FOUR

BENEFITS, TERMS AND CONDITIONS AND APPLICATION

Start Date

Flexible start date for the right candidate with preference for the start of Short Half (Autumn term), September 2027.

Salary

Winchester has its own generous salary scale, which is above the national scale. In addition to salary, the school allocates a Special Responsibility Allowance (SRA) to those with additional roles, ranging from running a sport to Head of Department or House.

Contract and Working Hours

This is a full-time, permanent position.

Accommodation

Accommodation may be available with this position.

Induction and Continuous Training and Development

The school is fully committed to the induction and training of all staff. All staff are well supported when they arrive, with help and advice available from Heads of Department, Housemasters, the Director of Studies, and the Director of Teaching and Learning, who has specific responsibility for overseeing the induction process.

All members of the Common Room are encouraged to subscribe to external CPD courses. In addition, we deliver a range of training, run by both our own staff and external providers, ranging from highly practical First Aid courses to seminars and learning lunches on many aspects of teaching and learning.

There is an annual Professional Development Review offering the opportunity to reflect on professional practice and development opportunities.

For those new to teaching there is our in-house Teacher Development Programme which runs weekly workshops from September to May. We have a close relationship with the University of Southampton and there is the opportunity for new colleagues to work towards Assessment-Only QTS through their programme. All teachers can expect developmental observations, high levels of support and opportunities

for bespoke PD through conferences, NPQ courses, Rugby Group cluster meetings and peer school visits. Winchester is an evidence-informed centre of excellence in teaching and learning, and we can offer prospective applicants a rich environment for professional development.

Probation and Notice Periods

The appointment will be subject to an initial three-month probationary period, during which regular reviews will take place in accordance with the College's Probation Policy. These reviews will provide an opportunity to discuss progress, identify any areas for development and ensure appropriate support is in place. The probationary period may be extended where appropriate, in accordance with the policy.
During the probationary period, either party may terminate employment by giving one month's notice. Following successful completion of probation, the notice period will be one full term, as detailed in the contract of employment.

Private Health Care and Pension

The successful applicant will be enrolled in the College's Corporate Health Scheme in accordance with the current rules of the scheme. Membership is a taxable benefit in kind. Eligible family members may also be added to the scheme, with the full cost of their cover borne by the employee.

A generous pension scheme and life cover of four times salary are part of the package.

Teachers may choose to participate in either the Teachers' Pension Scheme (TPS) or the College's Defined Contribution pension scheme (APTIS).

Teachers' Pension Scheme (TPS)
The College participates in the TPS, a defined benefit pension scheme. From 1 April 2027, the employer contribution rate will be 17.68% of pensionable salary, including the administration levy. This is below the College's employer pension contribution cap of 23.68% of salary. Employees contribute at the applicable TPS member contribution rate, determined by their pensionable salary.

Defined Contribution Pension Scheme (APTIS)
Under APTIS, the standard employee and employer contribution rates are 9% and 21.5% respectively. Members may elect to reduce their contributions, subject to a minimum employee contribution of 5% and employer contribution of 5%. Where a member elects to receive an employer pension contribution of less than 21.5%, the difference, after deduction of applicable employer payroll costs, will be paid as additional non-pensionable salary, subject to the usual deductions for income tax and National Insurance.

Annual Leave

This is a Teaching position which benefits from the school holidays.

Wider Benefits

- Free staff lunches during term time.
- Free membership of Edapt, providing legal support, confidential counselling and other services.
- Free use of some sports facilities and discounted hire charges for others.
- Tour of the College, with discounted rates available for booking venues within the school's grounds for hospitality events.
- Cycle to work scheme.
- Free access to an ongoing cycle of cultural, musical, theatrical and sporting talks and events.
- Employee Referral Scheme, with a reward of up to £250 for staff (subject to scheme conditions).
- Free Library membership with access to a range of online journals and magazines.
- Reduced green fee rates for local golf course.

Disclosure Check

As Winchester College is an educational establishment, a condition of employment will be that the successful candidate must consent to the school obtaining an Enhanced Level Disclosure Check through the Disclosure and Barring Service (DBS). This will reveal all spent and unspent convictions, warnings, cautions and bind-overs. A policy on the recruitment of ex-offenders is available on the school's website.

Safeguarding is one of the primary responsibilities of this role. The jobholder is responsible for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact with, and will need to adhere to and ensure compliance with the school's **Child Protection and Safeguarding Policy** at all times. The postholder should be conversant with the responsibilities and procedures detailed in this policy and with the **Department for Education's Keeping Children Safe in Education**. If, in the course of carrying out the duties of the post, the postholder 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 in their absence, the Deputy Designated Safeguarding Leads.

References and Other Pre-employment Checks

The appointment will be dependent upon the receipt of a successful medical check and satisfactory references. The College will usually seek references from shortlisted candidates before interview and may approach previous employers for information to verify particular experience or qualifications. At least one referee must be the current or most recent employer. Where applicants are not currently working with children but have done so in the past, one referee must be the person by whom they were most recently employed when working with children.

HOW TO APPLY

Only applications completed on the school website will be accepted. Please attach a full CV with your application.

Please note that applications will be dealt with as they arrive. Winchester College reserves the right to appoint before the deadline passes.

Closing date for applications: 11.59pm on Wednesday 18 November 2026
Interviews are expected to be held during the week commencing 23 November 2026

Those wishing for an informal conversation about this role are invited to speak to Andrew Reeve, Director of Studies apr@wincoll.ac.uk.

If you have any questions about this vacancy or the recruitment process, please email **recruitment@wincoll.ac.uk**.

APPLY HERE

Diversity and Inclusion

We embrace diversity and inclusion in the workplace and are committed to promoting a fair and supportive environment for all our employees. We are keen to welcome applications from all applicants that feel that they meet the requirements of the role, regardless of their background and culture.

Data Protection

Winchester College collects and processes relevant personal data as part of its everyday operations and is obliged to process it in accordance with the General Data Protection Regulation and Data Act 2018. The school is the Data Controller of this data under the Act and is registered with the Information Commissioner's Office. Its registration number is Z5751669.

If you have any queries or comments about this policy or how personal data is processed by the school, please contact the Bursar and his team by emailing: **dataprotection@wincoll.ac.uk** or by writing to: Data Protection, The Bursary, Winchester College, College Street, Winchester, SO23 9NA.



PART FIVE

ABOUT WINCHESTER COLLEGE

Winchester College has the longest continuous history of any school in England, occupying the same site in the city of Winchester for six and a half centuries.

We offer full boarding for boys aged 13-18, with day and boarding places for Sixth Form boys and girls. Since our foundation in 1382, we have been dedicated to inspiring original thinking by providing an education of exceptional quality and breadth, rooted in intellectual enquiry, academic excellence and a uniquely broad range of extra-curriculars.

Today, the School has 760 pupils. We continue to expand our Sixth Form and, in September 2026, we opened the School's first Sixth Form girls' boarding house. A second Sixth Form girls' boarding house is due to open in September 2027.

Find out more

WHY WINCHESTER COLLEGE?

EMPLOYMENT


ORIGINAL
THINKING
SINCE 1382

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