



KINGS

INTERNATIONAL COLLEGE

HUMANITIES TEACHER

Application Pack



Igniting and fulfilling aspirations

WELCOME

Jo Luhman
Headteacher

Thank you for your interest in working at our school.

We are looking to recruit individuals who are committed to our vision of "igniting and fulfilling aspirations". You would join a staff body focussed on delivering enhanced life opportunities for our students.

Our students benefit from our focus on pastoral care, which was commented on positively by Ofsted. This focus coupled with a relentless application of our values (Aspiration, Resilience and Respect) enables us to fulfil the aspirations of our students.

We offer a wide of extra-curricular activities, including the successful Personal Development Days. They develop our students' character and strengthen the culture of our school.

We are equally committed to the development of our people. Many of them are studying for additional qualifications to enable them to make progress with their careers. Our comprehensive CPD programme is designed to help individuals become better.

Our school is growing, yet small enough to really get to know the students. We are excited about the next stage of our development. If you feel you have the skills to thrive in this environment and make a real difference to the future of your students, we look forward to your application. We strongly suggest you take the opportunity to visit prior to applying, so you can experience the school and we can answer your questions.

Yours sincerely

Jo Luhman



Kings International College **OVERVIEW**

ABOUT US



Kings International College provides an exceptional standard of education founded on excellence, opportunity and community cohesion to around 800 students aged between 11 and 16.

Kings is an integral part of the local community. We have thriving relationships with local business, community organisations, feeder schools, further education providers and other secondary schools in the area.

Our students are offered a wide range of opportunities, both inside and outside the classroom. We take great pride in our ability to meet their individual educational needs. Kings is well supported by our parents and carers. This is based on mutual respect and a strong commitment to understand the needs of each individual child.

Our students are happy, feel safe and enjoy coming to school. Our team offer a high level of care, guidance and support that enables them to thrive.

Having been an associate member of the Bourne Education Trust since September 2020, we are looking forward to becoming a full member with a planned conversion date of 1st February 2025

CONTEXT

As recognised in our 2022 Ofsted report, Kings International College is a diverse and caring community where staff and pupils work together harmoniously.

We offer an inclusive and ambitious curriculum designed to give all pupils the knowledge and skills to succeed.

Our high-quality pastoral support, with expert staff is on hand to support pupils with their emotional and mental health.

We have a strong SEND team who support students both in the classroom and in interventions.

PERFORMANCE

In February 2022, Ofsted found Kings International College to be 'Good' across all areas. Following their visit, inspectors commended the staff's 'uncompromising aspirations' for pupils to be the best that they can be.

[Click here](#) to view our latest Ofsted report.





OUR MISSION & VALUES



To provide an exceptional standard of education founded on excellence, opportunity and community cohesion

ASPIRATION

We have high aspirations for all. We pursue them with passion and commitment. We believe in the power of aspirations to drive success

RESILIENCE

We have the strength to adapt. We are receptive to change. We recover from adversity.

RESPECT

We value each other and our environment. We build positive relationships that strengthen our community. We treat others with kindness and empathy.



STAFF BEHAVIOURS

4 shared behaviours - we are reflective, aspirational, optimistic and inclusive.

REFLECTIVE

- ✓ Being outward facing and continually scanning the horizon
- ✓ Making decisions carefully, drawing on evidence, risk analysis and research
- ✓ Deploying school resources so they are sustainable and have long-term impact to safeguard the future for our young people
- ✓ Learning without borders by working with and learning from different phases, specialisms and sectors

OPTIMISTIC

- ✓ Being resilient, energetic, proactive and positive whilst taking responsibility for solving issues
- ✓ Believing that everyone has potential, is valued and can contribute Clearly identifying and sharing why we do what we do
- ✓ Focusing on the team's outcome and not just the individual

ASPIRATIONAL

- ✓ Creating a culture of high performance and professionalism where morale, health and wellbeing are high
- ✓ Holding one another to account and having the courage to challenge and to question
- ✓ Creating great places to work where people feel supported, empowered and encouraged to achieve their ambitions
- ✓ Creating community confidence and pride in our schools and Trust

INCLUSIVE

- ✓ Acting as a positive force for equality; creating communities where everyone can be their authentic self and have a sense of belonging
- ✓ Committing to social justice and sustainable leadership whilst acting with humility and integrity
- ✓ Learning about our biases and blind spots and challenging expectations and stereotypes
- ✓ Showing high levels of emotional intelligence, being highly visible and communicating precisely, accessibly, and confidently



JOB

DESCRIPTION

Role information

Location: Camberley, Surrey

Contract: Permanent

Salary: £33,075- £50,471 based on London Fringe Main or Upper Pay Scales

Benefits: Workplace pension through TPS; occupational sick pay; ongoing training, learning and development opportunities; staff benefits scheme; HR and well-being support; family friendly policies; network of support in HR, finance, ICT, legal; on-site parking

Role purpose

To deliver to students an appropriate high quality educational experience reflecting the policies, aims and values of the school, by enabling every student to achieve to his/her maximum potential.

Key Accountabilities

- Accountable for the provision of high quality teaching and learning in relation to assigned students and classes
 - To advise and co-operate with Head of Faculty and other staff on the preparation and development of programmes of study / schemes of work
 - To prepare, organise and deliver high quality lessons utilising appropriate materials/resources while conforming to established programmes of study.
 - To apply teaching and learning methods consistent with Department and school policy.
 - To cater for the differing educational needs of pupils.
 - To ensure effective marking of work.

- Accountable for the effective management and behaviour for learning, of students
 - To maintain good discipline in class and around the school
 - To promote the general progress and wellbeing of individual students and any assigned class or group of students
 - To provide advice and guidance to students on educational and social matters
 - To adhere to the pastoral arrangements/systems within the school
 - To be aware of policy on Health & Safety and to implement such policy as appropriate and necessary
 - To observe rules and precautions relating to Health & Safety when engaged in authorised off site activities.

- Accountable for the assessment and reporting relating to assigned students and classes
 - To prepare pupils for internal and external public examinations
 - To adhere to school and departmental assessment policy
 - To adhere to published deadlines relating to assessment and reporting
 - To communicate with parents through established school structures and processes
 - To prepare and present high quality oral and written reports to parents
 - To maintain student records relating to achievement and academic, personal and social needs.

- Accountable for participation in appropriate meetings and administrative procedures
 - To participate in appropriate scheduled department, pastoral, staff and parent meetings
 - To undertake supervision of students as scheduled on the staff duty list
 - To communicate as necessary with persons or bodies outside the school

- Accountable for participation in further training and professional development
 - To participate in arrangements for further training and professional development as a teacher
 - To review periodically methods of teaching , and programmes of study/schemes of work



Safeguarding

This College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Health & Safety

The Governing Body and all leaders at Kings International College recognise and accept their responsibilities to provide a safe and healthy working environment for all employees, students and visitors. We expect all colleagues to take reasonable care of their own health and safety and that of others who may be affected by their actions at work. All employees must co-operate with us to access proper training and to make sure they understand and follow the School's health and safety policies and procedures, and to help everyone meet their legal requirements. All colleagues must take responsibility for reporting concerns relating to health and safety matters through appropriate channels.



PERSON SPECIFICATION

Qualifications & experience

- Qualified teacher status
- Relevant degree
- Relevant classroom experience

Professional knowledge & understanding

- The ability to teach the full age range as well as the full ability range
- Ability to differentiate materials to meet the needs of learners
- Pastoral experience
- An interest in the wider curriculum

Knowledge & Skills

- An ability to inspire and manage students effectively, thereby developing positive working relationships
- Evidence of good classroom management skills in an inclusive environment
- Good verbal & written communication skills
- ICT skills



PERSON SPECIFICATION

Personal Qualities

- A desire to make a difference to the lives of young people
- Energy, enthusiasm and creativity
- Belief in the importance of high expectations
- Able to work as part of a team

Other desirable criteria

- Experience of being a form tutor
- The ability to lead or contribute to extra-curricular activities
- A clear view and understanding of the impact of 'Every Child Matters' and how they will impact on all aspects of the work of Kings International College

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours; and attitudes to use of authority and maintaining discipline



APPLICATION PROCESS



Thank you for your interest in this role, we look forward to receiving your application. Prompt applications are encouraged as we reserve the right to close this vacancy if sufficient applications have been received.

If you would like to arrange a tour of the school please contact Jennie Morgan: pa@kings-international.co.uk.

To apply for this position, you must complete a Kings International College application form and email it to recruitment@kings-international.co.uk (CVs without a fully completed application form will not be considered). Candidates applying via other job sites should follow the instructions provided.

Following shortlisting you will be contacted by email if we would like to see you for an interview.

SAFEGUARDING:

Kings International College is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The appointment will be made subject to an Enhanced Disclosure and Barring Service approval ('DBS') as part of our rigorous approach to safeguarding our children.

EQUAL OPPORTUNITIES:

Kings International College is committed to equality of opportunity for all colleagues, pupils and other stakeholders. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.