

Candidate Pack



Teacher of Geography or History 2nd in department Humanities

Kings International College
An 11 – 16 School

Judged as Good in all areas
Ofsted January 2019

‘A warm and welcoming culture with a shared drive for continual improvement is evident from the top down. Leaders, teachers and pupils are proud of their college’s success.’



Our Vision Statement

To have uncompromising aspirations for every individual and for the school to be an exceptional, caring and inspirational community.

Candidate Information

Job Title:	Teacher of Geography or History, 2 nd in Department Humanities
Responsible to:	Head of Department
Salary:	London Fringe, TLR2.1 £2,873
Commencement Date:	April 2022

We also have an opening for one of our teachers to take on the whole school responsibility for teacher development which holds a TLR. If this is something that would be of interest to you in addition to the teacher/second in department role we would be happy to discuss this with you.

Contents

The aim of this pack is to give you a flavour of Kings International College and to help you decide if you wish to apply for this role. If you would like any further information, or wish to arrange a tour of the school prior to applying, please contact pa@kings-international.co.uk

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Information about the College

Kings International College is a mixed comprehensive 11-16 school located on an attractive, accessible site in North West Surrey. We currently have approximately 750 students and our numbers are still growing. As a relatively small secondary school parents, students, governors and staff all value our strong sense of community.

One parent described the college as '*a wonderful, friendly, supportive community enriching my child's life in all areas*', adding that '*[their child] has gained a love of learning from Kings*'.

Other quotes from parents include:

Teachers know their pupils' strengths and weaknesses well and have high expectations.

Pupils are safe and secure in the college and they feel content here.

Parents and their children are rightly proud of the college. They recognise that it offers a caring and compassionate community where pupils are kept safe.

Pupils are polite, courteous and respectful to each other, staff and visitors.

Pupils value the opportunities that they have to learn about keeping themselves safe, in and around the college as well as online.

During their time at Kings International College their Head of Year and their tutor will oversee their academic and pastoral needs. We also have a welfare officer who works closely with students as required.

Behaviour in the school is very good and strong systems are in place to maintain expected standards. The College has an 'Inclusive Learning Centre' which helps a minority of students with various needs to reintegrate or to secure regular attendance.

Each year the College selects a student leadership team who lead the student body. There is a strong Student Council which reports to the Governing Body and SLT.

Extra-Curricular Activities

Staff go the extra mile to provide students with a rich programme of extra-curricular activities. We have business and education links with Wellington College, Surrey University, Farnborough 6th Form and Bank of America to name a few.

Staffing

The College's Senior Leadership Team consists of the Headteacher, Deputy Headteacher, three Assistant Headteachers and the Bursar.

The school has a strong team of Middle Leaders in its Heads of Department, Curriculum Leaders, Heads of Year and Heads of Key Stage.

The College's SENCO works closely with the SEN Administrator and team of skilled and dedicated Teaching Assistants.

The support staff are well qualified and committed to the vision and values of our College.

Vision statement

To have uncompromising aspirations for every individual and for the school to be an exceptional, caring and inspirational community.

We will achieve this through:

- High quality, inspirational and innovative teaching and learning.
- Inspirational and accountable leadership at all levels.
- Consistently high academic standards and expectations for every individual.
- Creative, exciting and memorable experiences inside and outside the classroom.
- A safe, secure and caring environment in which to work and learn.
- First class resources and state of the art facilities to support learning.

We want students to:

- Develop the attitudes, characteristics and self-belief to tackle any challenges in future life.
- Enjoy their time at school and be recognised as individuals.
- Develop good relationships and lasting friendships celebrating diversity.
- Acquire the skills, commitment and resilience to become successful, independent life-long learners.
- Take responsibility for leading themselves and others.
- Receive recognition and praise for their efforts and achievements in all areas of school life.
- Be active members who contribute to the school and wider community.
- Accept hard work and discipline as requirements for success.

We want staff to:

- Receive innovative, developmental and effective training.
- Be supported, cared for, challenged and valued.
- Feel trusted and empowered to take risks in the classroom.
- Have opportunities to develop and fulfil their potential in leading the school and their own professional development.
- Participate in, contribute to and benefit from partnerships beyond the school.
- Be a cohesive group with time and opportunities to develop partnerships and relationships with others within school.
- Enjoy their work and find it fulfilling.

Values

We are a values driven school and our core values should be at the forefront of all that we do. These values were decided upon through consultation with staff, students, governors the definitions of them were articulated by the students.

Our values are:

Aspiration – wanting to be the best you can be with passion, enthusiasm and commitment

Community – working together and supporting each other to ensure we can all do our best

Integrity – honestly doing the right thing even if no one ever knows.

Respect – accepting and valuing our differences with courtesy and consideration

Responsibility – doing the things you are expected to do and accept the consequences or results of your actions



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HEADTEACHER: JO LUHMAN

Dear Applicant,
2nd in Humanities

On behalf of all our students and staff, I would like to thank you for taking an interest in our teaching post and 2nd in department in humanities at Kings International College.

Kings International College is a comprehensive 11-16 school. It is a school where knowledgeable and passionate staff believe that with great teaching all young people can aspire to and achieve the highest possible standards. I joined the school as Headteacher in January 2018 and as recognised in our recent section 5 Ofsted inspection I have an ambitious vision for the school.

The Humanities faculty is made up of enthusiastic and collaborative teachers across the three subjects (RS, Geography and History). The faculty is led by a Head of Faculty who also takes responsibility for the leadership of History. The faculty requires a passionate 2nd in department to support with the leadership of both RS and Geography. The candidate for the role needs to be an outstanding Geography or History practitioner who is confident to lead a small but hardworking team. Previous subject leadership experience is advantageous but not essential if the candidate is forward-thinking and keen to progress. They need to be able to share their passion for the humanities, inspire students and have strong team-working skills. The candidate must also be flexible to teach across the Humanities subjects and support in the leadership of all three subjects.

At Kings we offer students of all abilities and interests an opportunity to be part of a school community that puts student learning at the heart of every decision that we make. Underpinning our success are the excellent relationships between staff, students and parents. These are based on mutual respect and a strong commitment to high expectations and challenge. Our students are happy, feel safe and enjoy coming to school and our staff offer a high level of care, guidance and support which enables them to thrive.

Support for staff is strong. We have a well-established programme for newly appointed staff which enables them to settle into the College routine quickly and effectively. There are a number of regular CPD sessions on offer to all teachers throughout the academic year and we expect all staff to be pro-active in their professional development.

Our pastoral provision is effective, essential to the well-being and progress of our young people and fundamental to high levels of achievement. In addition to the leadership team, a well-trained safeguarding team of 8 individuals supports students' needs.

The College is fully staffed, not least because staff report that they can concentrate on teaching and are supported by widely shared and regularly reinforced expectations. We have a well-established programme for newly appointed staff which enables them to settle into the College quickly and effectively.

The College is committed to the continuous professional development of all teachers. The successful candidate will be fully supported in pursuing an NPQ of their choice within the first 18 months of appointment.

The enclosed Job Description summarises the main responsibilities of the post.

We also have an opening for one of our teachers to take on the whole school responsibility for teacher development which holds a TLR. If this is something that would be of interest to you in addition to the teacher/second in department role we would be happy to discuss this with you.

I hope the information supplied in this pack describes your type of school; if so your application is most welcome. I am proud of our school and I would actively encourage you to visit us to discover for yourselves the growing sense of excitement about the opportunities we can offer local young people to learn and succeed. If you would like to visit us before applying or before attending an interview, then please email pa@kings-international.co.uk to arrange this.

Thank you for your interest in this post and I look forward to reading your application.

Yours sincerely

Jo Luhman
Headteacher

Second in Department job description



Kings International College

This job profile recognises the requirements of the current School Teachers Pay and Conditions Document, and reflects the policies established by the governors of Kings International College. It is supplemented by the attached job profile of a MPS Teacher.

Job Title: Second in Department

Job Purpose: To ensure that the negotiated aims, objectives and policies of the Maths Faculty reflect and support those of the College. To ensure this is achieved by effective management of the curriculum, staffing and resources for the benefit of Kings International College students.

Accountable to: Faculty Leader

KEY ACCOUNTABILITIES	KEY TASKS
1. Accountable for the experiences offered to students within the Maths Faculty.	<ul style="list-style-type: none">a. to plan, deliver and evaluate quality lessons ensuring appropriate differentiation to challenge every student to achieve their full potentialb. to develop the quality of their own teaching, assess the standards of students' achievements and set targets for improvement.c. using students' prior attainments to assess students' achievements and progress with college and faculty policies when planning and to follow college and faculty policy on recording progress.d. to monitor through a programme of observations and Learning Walks, the quality of teaching and learning.
2. Support the Head of Faculty in ensuring the highest standards of Behaviour for Learning, attainment and progress.	<ul style="list-style-type: none">a. to take a lead in monitoring standards across the faculty by carrying out half-termly work scrutiny reviews and making recommendations for improvements as appropriate.b. to take responsibility for reviewing, co-ordinating and implementing the new assessment framework at KS3 and KS4 using 9-1 grades.
3. Accountable for maintaining a high profile for Maths within the school and community.	<ul style="list-style-type: none">a. to maintain external links relating to the facultyb. to continue to raise the profile of Maths in the local community and foster strong links with Primary Schools.c. to provide opportunities for parents and the local community to appreciate faculty outcomes.
4. Accountable for the provision of support to Head of Faculty	<ul style="list-style-type: none">a. to review, amend and implement, with the Head of Faculty, schemes of work in line with new curriculum initiativesb. to deputise for the Head of Faculty as necessary including chairing meetingsc. to advise the Head of Faculty on new curriculum developments and initiativesd. to accept responsibilities as delegated between the Head of the Faculty and the post-holder.

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.

Person Specification

Please address the following in your application.

They will also be explored during the interview process.

1. Skills, Knowledge & Abilities

Essential	Desirable
<ul style="list-style-type: none">• Leadership skills – the potential to lead and manage people to work towards common goals and using appropriate leadership styles in different situations.• Communication skills (both oral and in writing) – the ability to make points clearly and understand the views of others.• Ability to develop new ideas.• Personal impact and presence.• Ability to work as part of team as well as using own initiative.	<ul style="list-style-type: none">• Decision making skills – the ability to investigate, solve problems and make decisions.

2. Professional Knowledge and Understanding, Skills and Attributes

Essential	Desirable
<ul style="list-style-type: none">• Specific evidence of successful classroom teaching.• A commitment and thorough understanding of how their subject specialism should be taught.• An understanding of the National Curriculum – content and assessment.• The ability to achieve challenging professional targets/objectives. The ability to develop and implement policy and practice which reflects the schools' commitment to high achievement.• The potential to build and lead teams efficiently and effectively using skills of motivation, delegation and time management.• The ability to set standards and provide a role model for pupils and other staff in teaching and learning within their subject specialism and across the school.• The ability to analyse, understand and	<ul style="list-style-type: none">• An understanding of the characteristics of an effective school.

<p>interpret data and information.</p> <ul style="list-style-type: none"> • The ability to promote the ethos aims and objectives of the school to the wider community. • The ability to prioritise own time, work under pressure and to deadlines with a sense of balance and perspective. • The use of ICT to enhance and support teaching, learning and management. • Sound ICT skills including the use of spreadsheets to track, monitor, collate and analyse data. • A strong understanding of Health & Safety requirements in the workshop. 	
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3. Qualifications and Training

Essential	Desirable
<ul style="list-style-type: none"> • Qualified teacher status • Degree or equivalent 	<ul style="list-style-type: none"> • Proven evidence of other further professional development

4. Personal Qualities

Essential	Desirable
<ul style="list-style-type: none"> • 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 • Energy, determination and perseverance. • Self-confidence. • Enthusiasm and commitment. • Reliability and integrity 	<p>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</p>

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.

How to apply

Your completed **application form** and **Statement of Application** should be submitted electronically to recruitment@kings-international.co.uk by the closing date stated on the advert.

All received applications will be acknowledged electronically. Candidates will not receive any further communication unless they are shortlisted.

In compliance with Safer Recruitment, CVs will not be accepted.

Appointment is subject to pre-employment screening: medical clearance, two satisfactory references, evidence of qualifications and enhanced Disclosure and Barring Service clearance. Shortlisted candidates will be asked to bring relevant documents to the interview.

All applicants should be eligible to work in this country and will be asked to provide evidence of this.

Closing Date for Applications: 8th December 2021 at noon

Interview Date: 14th December 2021

***Variable Deadline:** We reserve the right to interview and appoint before the closing date should a suitable candidate apply.

You should be aware that in addition to assessing your ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children and young people 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;
- attitudes to the use of authority and maintaining discipline.

Kings International College is committed to safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake a disclosure check by the Disclosure and Barring Service at an enhanced level for this post.

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