

**Candidate Pack**



## **Teacher of Maths**

**Kings International College**

**An 11 – 16 School**

**Judged as Good**

**Ofsted 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**

|                           |                                |
|---------------------------|--------------------------------|
| <b>Job Title:</b>         | Teacher of Maths               |
| <b>Responsible to:</b>    | Head of Department             |
| <b>Salary:</b>            | London Fringe                  |
| <b>Commencement Date:</b> | 1 <sup>st</sup> September 2021 |

## **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](mailto: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 6<sup>th</sup> 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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WWW.KINGSINTERNATIONAL.CO.UK ■ HEADTEACHER: JO LUHMAN

Dear Applicant,

### **Teacher of Maths**

On behalf of all our students and staff, I would like to thank you for taking an interest in the post of Teacher of Maths 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.

In the past 2 years, the department has been heavily involved in developing Mastery teaching pedagogy across the key stage 3, and now we are keen to continue this into a 5 years scheme of work across both key stages. Extra-curricular and enrichment activities are an integral part of our Maths curriculum and all members of the department are expected to contribute to one or more of these activities. These range from helping to run the after-school Maths club, organising Maths competitions and supervising students who participate in Maths enrichment activities.

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 enclosed Job Description summarises the main responsibilities of the post. 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](mailto:pa@kings-international.co.uk) to arrange this.

To apply, please complete the application form – C.V.s are not required. Application forms are available via the website: [www.kingsinternational.co.uk](http://www.kingsinternational.co.uk). Electronic applications are welcome, please send them to [recruitment@kings-international.co.uk](mailto:recruitment@kings-international.co.uk).

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

Yours sincerely

Jo Luhman  
Headteacher

## **MPS Teacher**

### **Kings International College**



#### **Job Description**

It recognises the requirements of the current School Teachers Pay and Conditions Document, and reflects the policies established by the governors of Kings International College.

#### **The purpose of the post:**

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.

**The post holder reports to:** Head of Faculty

#### **Key Accountabilities**

- 1. Accountable for the provision of high quality teaching and learning in relation to assigned students and classes**
  - a. To advise and co-operate with Head of Faculty and other staff on the preparation and development of programmes of study / schemes of work
  - b. To prepare, organise and deliver high quality lessons utilising appropriate materials/resources while conforming to established programmes of study.
  - c. To apply teaching and learning methods consistent with Department and school policy.
  - d. To cater for the differing educational needs of pupils.
  - e. To ensure effective marking of work.
  
- 2. Accountable for the effective management and behaviour for learning, of students.**
  - a. To maintain good discipline in class and around the school.
  - b. To promote the general progress and wellbeing of individual students and any assigned class or group of students.
  - c. To provide advice and guidance to students on educational and social matters.
  - d. To adhere to the pastoral arrangements / systems within the school.
  - e. To be aware of policy on Health & Safety and to implement such policy as appropriate and necessary.
  - f. To observe rules and precautions relating to Health & Safety when engaged in authorised off site activities.
  
- 3. Accountable for the assessment and reporting relating to assigned students and classes**
  - a. To prepare pupils for internal examinations and external public examinations.
  - b. To adhere to school and Departmental assessment policy.
  - c. To adhere to published deadlines relating to assessment and reporting.
  - d. To communicate with parents through established school structures and procedures.
  - e. To prepare and present high quality oral and written reports to parents.
  - f. To maintain student records relating to achievement and academic, personal and social needs.

**4. Accountable for participation in appropriate meetings and administrative procedures.**

- a. To participate in appropriate scheduled Department, Pastoral, Staff and Parent meetings.
- b. To undertake supervision of students as scheduled on the staff duty list.
- c. To communicate as necessary with persons or bodies outside the school.

**5. Accountable for participation in further training and professional development.**

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

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. Education and Training**

| Essential  | Desirable                   | Evidence                        |
|--|-----------------------------|---------------------------------|
| <ul style="list-style-type: none"> <li>PGCE or equivalent</li> <li>Relevant degree and Qualified Teacher Status</li> </ul> | A-level in relevant subject | Application form & Certificates |

**2. Professional Knowledge and Understanding**

| Essential   | Desirable   | Evidence                     |
|---|---|------------------------------|
| <ul style="list-style-type: none"> <li>Must be able to teach the full age range as well as the full ability range</li> <li>Relevant classroom experience</li> <li>Ability to differentiate materials to meet the needs of learners</li> <li>Pastoral experience</li> <li>An interest in the wider curriculum</li> </ul> | <ul style="list-style-type: none"> <li>Examples in application of what worked well and why, i.e. showing an interest in pedagogy</li> <li>Experience of being a form tutor</li> <li>The ability to lead or contribute to extra-curricular activities</li> </ul> | Application form & Interview |

**3. Knowledge and Skills**

| Essential  | Desirable  | Evidence                               |
|--|--|--|
| <ul style="list-style-type: none"> <li>An ability to inspire and manage students effectively, thereby developing positive working relationships</li> <li>Evidence of good classroom management skills in an inclusive environment</li> <li>Good verbal &amp; written communication skills</li> <li>ICT skills</li> </ul> | Evidence of successful use of ICT in the classroom | Application form, teaching & Interview |

#### 4. Personal Qualities

| Essential   | Desirable  | Evidence                     |
|---|--|------------------------------|
| <ul style="list-style-type: none"><li>• A desire to make a difference to the lives of young people</li><li>• Energy, enthusiasm and creativity</li><li>• Belief in the importance of high expectations</li><li>• Able to work as part of a team</li></ul> | 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 | Application form & Interview |

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](mailto: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:** 12 noon 14<sup>th</sup> June 2021

**Interview Date:** TBC

**\*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.*

**Kings International College, Watchetts Drive, Camberley GU15 2PQ**

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