

Candidate Pack



Teacher of Science

Kings International College

An 11 – 16 School

Judged as Good
Ofsted 2022

“This school is a diverse and caring community. Pupils enjoy coming here. Staff have ‘uncompromising aspirations’ for pupils to be the best that they can be.” Ofsted 2022



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 Science
Responsible to:	Head of Department
Salary:	London Fringe
Commencement Date:	01.09.2023 (1 st July start date considered for ECT)

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.

We are proud of our recent Ofsted inspection. Whilst we would encourage you to read the full report, please find below some quotes;

Pupils learn important life skills, developing the Kings values such as integrity and respect through engaging activities such as the school magistrates' society.

Staff share the desire to improve and say that this, coupled with a genuine care for pupils and each others wellbeing, make this a happy place to work.

Careful identification of the needs of pupils with special educational needs and/or disabilities (SEND) means that they get off to a strong start. Leaders help teachers plan effectively to enable pupils with SEND to embrace the curriculum fully. Teaching assistants support learning effectively.

Feedback to Ofsted from parents included;

'The pastoral care and support for my child and our entire family when it is needed is fantastic'.

'This school nurtures all aspects of the child, creatively, intellectually and emotionally.'

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, four Assistant Headteachers and the School Business Manager.

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

Continuous Professional Development

We have a well-established induction programme for newly appointed staff which enables them to settle into the College routine quickly and effectively and we are keen to see all teachers continue to grow professionally.

All teachers are expected to become active members of our evidence informed professional learning community and engage with our in house CPD programme, recognised by OFSTED as having a sharp focus on individual teacher's needs.

In addition, we actively encourage teachers at all stages of their career to participate with relevant NPQ's, Masters degree study, subject knowledge enhancement courses and leadership development through accredited courses with organisations including the Chartered College of Teachers, the Prince's Teaching Institute, NACE and the National College for Education.

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



Dear Applicant,

TEACHER OF SCIENCE

On behalf of all our students and staff, I would like to thank you for taking an interest in the post of Teacher of Science 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 with high ambitions. I am proud that Ofsted have recognised the improvements that we have made despite the challenges of the pandemic and have confirmed that Kings International College is a Good school in all areas. Our staff body remains ambitious with high aspirations for both ourselves and our students.

Our students follow the AQA Activate Science programme from Kerboodle in Years 7 and 8 and begin their GCSE course in January of year 9. We currently offer two routes at GCSE; the majority of students study the AQA Combined Science Trilogy specification and those with a special interest in Science can opt to take the AQA GCSEs in Biology, Chemistry and Physics. Our science team is made up of a mixture of specialists from each of the three science disciplines. At Key stage 3 teachers are expected to teach Biology, Chemistry and Physics. At Key stage 4 where possible, teachers teach in their own specialism and we would therefore prefer a physicist or chemist, however, sometimes this is not possible so we would welcome applications from science teachers of any specialism who are proactive in their professional development and prepared to take risks in order to maintain a high level of subject knowledge and professional expertise. This includes ECT's or unqualified scientists who wish to gain their teaching qualification.

We have a strong programme of Science enrichment activities here at Kings and the post holder would be expected to join in with the rest of the department in delivering these activities. We offer a Science club and GCSE Support sessions every week after school. We also deliver Science themed Assemblies, host Primary school students for Science afternoons and celebrate British Science week every year with a full programme of activities to inspire the next generation of scientists, designers and engineers.

Our students enjoy Science, are well behaved and loyal to their teachers, so you will find them a delight to teach.

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.

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 support 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.

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 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. Electronic applications are welcome, please send them to 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



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.

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 and 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: please address the following in your application.
They will also be explored during the interview process.

1. Education and Training

Essential	Desirable	Evidence
• PGCE or equivalent • Relevant degree and Qualified Teacher Status	A-level in relevant subject	Application form & Certificates

2. Professional Knowledge and Understanding

Essential	Desirable	Evidence
• Must be able to teach the full age range as well as the full ability range • Relevant classroom experience • Ability to differentiate materials to meet the needs of learners • Pastoral experience • An interest in the wider curriculum	• Examples in application of what worked well and why, i.e. showing an interest in pedagogy • Experience of being a form tutor • The ability to lead or contribute to extra-curricular activities	Application form & Interview

3. Knowledge and Skills

Essential	Desirable	Evidence
• 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	Evidence of successful use of ICT in the classroom	Application form, teaching & Interview

4. Personal Qualities

Essential	Desirable	Evidence
• 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	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 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: 5th January 2023

Interview Date: 9th January 2023

***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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