



Southbank
International School
A school without walls

CANDIDATE BRIEF

Head of Faculty (HoF) and Head of Department (HoD)



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About Southbank

Southbank International School is a high achieving independent school based in central London. We aim to attract the best teaching and administrative staff, to maintain and build upon our successful reputation as a centre for excellent teaching and learning.

Southbank is a truly international school with a diverse student population of more than 70 nationalities. The school is based over three campuses in the centre of London and we teach almost 20 languages at the Westminster campus. We seek to appoint staff who have the willingness to recognise the diversity that exists in the student body, to teach from a multi-cultural perspective and to practise the highest standards of professionalism.

We follow the International Baccalaureate curriculum and whilst previous experience with one or more of the programmes is an advantage it is not essential:

- Primary Years Programme – Hampstead and Kensington (ages 3-11)
- Middle Years Programme – Westminster (ages 11-16)
- Diploma Programme – Westminster (ages 16-18/19)

Our aim is to put teaching and learning at the forefront of our mission to provide excellent services to the international community of students and teachers. The school has an exceptional teaching salary scale, and we endeavour to recruit teachers from across the world. Administrative and support staff are also offered competitive salaries and opportunities for career progression.

Southbank International School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. Appointment is subject to an enhanced Disclosure and Barring Service (DBS) check for regulated activity and overseas police checks from any countries a candidate has lived or worked or longer than three months in the last ten years.



Our Campuses

Hampstead

The Hampstead campus offers the PYP for students ranging in age from 3 to 11 and has children from almost 40 different nationalities. It is noted for its friendly, welcoming atmosphere located within a gorgeous “Edwardian style” purpose-built building. Facilities at Hampstead include an impressive art room equipped with a design suite of Mac computers and supplies; a bright and airy music room with computers for recording student compositions; a multi-purpose hall which provides space for lunches, sport and concerts; and outdoor play spaces including a dedicated early years playground with sandpit and climbing frame, and an edible garden.



Kensington

The Kensington campus offers the PYP for students ranging in age from 3 to 11 and also has children from a multitude of backgrounds. Kensington is relatively small with a close-knit community and is housed in two converted mansion blocks in Notting Hill. Facilities at Kensington include a Mac-based IT Lab; a music room with a range of percussion instruments; a library/media room to support the PYP programme; a multi-purpose hall used for lunches, sport and concerts; a large garden with a climbing frame, sandpit and an array of equipment for children to use.





Westminster - Portland Place

The Westminster campus on Portland Place offers the MYP for students ranging in age from 11 to 16. Located in two large mansion blocks, Portland Place is conveniently located near Regent's Park with good transportation links nearby. Both Oxford Circus tube station and our Conway Street building are located within a 10 minute walk. Facilities at Portland Place include four science labs, a computer lab, a hall/theatre, art and music rooms, and one library served by networked computers.



Westminster - Conway Street

The Westminster campus on Conway Street offers the DP for students ranging in age from 16 to 19. Located in a modernised building near Warren Street tube station, facilities at Conway Street include a science lab, library resource centre, art studio, social space/hall and language suite across four stories. Southbank also have two dedicated university counsellors (one specialising in North American universities and one specialising in the UK). Both counsellors are available for individual appointments and events are organised to inform parents about university planning.

The International Baccalaureate

The International Baccalaureate® (IB) is a non-profit educational foundation, motivated by its mission, and focused on the student.

Founded in 1968, the IB currently works with 3,845 schools in 148 countries to develop and offer four challenging programmes to over 1,206,000 students aged 3 to 19 years.

The International Baccalaureate® (IB) aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

To this end the IB works with schools, governments and international organisations to develop challenging programmes of international education and rigorous assessment.

These programmes encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.

What makes the IB unique:

- The IB offers a continuum of education, consisting of four programmes for students aged 3 to 19.
- The IB enjoys a reputation for high quality education sustained for over 35 years.
- The IB encourages international-mindedness in IB students. To do this, students must first develop an understanding of their own cultural and national identity.
- The IB encourages a positive attitude to learning by inspiring students to ask challenging questions, to critically reflect, to develop research skills, to learn how to learn and to participate in community service.
- The IB ensures that its programmes are accessible to students in a wide variety of schools – national, international, public and private – through its unique relationship with IB World Schools worldwide.



Welcome to Cognita Schools

Cognita Schools was successfully launched in 2004. Since then, we have worked to build a great family of schools. Cognita is a worldwide group of 68 schools in Europe, Latin America and South-East Asia. We employ over 5,000 teaching and support staff in the care and education of more than 30,000 pupils.

We value and respect the individuality of our schools, each one retaining its own unique ethos, with curricula and programmes tailored to the needs of the parents and children it serves. Wherever you visit a Cognita school, be that in Brazil, Chile, Singapore, Spain, Thailand, Vietnam or the United Kingdom, you will find empowered school leaders, committed teachers and students who are enthusiastic learners.

Everyone in Cognita is connected.

Our Purpose

Inspiring and empowering children within a caring environment to achieve more than they believe possible.

Cognita Education has 3 key ingredients:

- Academic → Pursuing academic excellence for every child
- Character → Developing character
- Global → Connecting with a global community



Job Description: Head of Faculty & Head of Department

Summary

Heads of Faculty/Department report to the Principal and line manage the members of their faculty/department. In addition to their responsibilities as classroom teachers, HoF/Ds are responsible for the organisation and management of all aspects of the teaching, assessment, reporting and resourcing within their faculty/department. They are expected to manage and coordinate the activities of the teachers in their faculty/department, taking initiative and leading them as an efficient, productive unit. Partly through the administration of and support for the school's appraisal system, they have a responsibility to inspire the members of their faculty/department to aim for the highest possible standard of teaching and learning. They are expected to work closely with the MYP and DP coordinators to ensure effective curriculum delivery and that IB requirements are being met by all teachers in their departments

Teachers in charge of subject courses are responsible and report to the Head of Faculty/Department

Staff

- Managing each staff member within the faculty/department
- Establishing a strong sense of teamwork within the department or faculty
- Representing the views of members of the faculty/department at relevant meetings
- Briefing, guiding, inducting and being 'mentor' for new members of staff within the faculty/department
- Supporting members of the faculty/department in areas of student guidance, counselling and discipline
- To work with the MYP/DP coordinator to monitor academic progress and to identify and coordinate support
- Helping senior management to recruit, through interviews and lesson observation, new members of the faculty/department
- Undertaking the appraisal of members of the faculty/department in accordance with appraisal policies and procedures
- Encouraging members of the faculty/department to involve themselves in external IB curriculum development and assessment
- Contributing to strategic Professional Development planning by discerning departmental and individual needs within the faculty/department and sharing these with the Deputy Principal, Administration and Professional Development

Curriculum

- Keeping up-to-date with IB curriculum proposals and developments and implementing changes where appropriate
- Promoting discussions and awareness of curriculum content, development and evaluation in their faculty/department

Job Description: Head of Faculty & Head of Department

- Implementing and delivering the MYP and/or DP curriculum
- Overseeing, when necessary, revision of the curriculum within the faculty/department.
- Ensuring that the faculty/department schemes of work/unit plans are complete, up-to-date and accurate, and are followed by members of the faculty/department.
- Collating and coordinating programmes of study and faculty/department assessment criteria, and ensuring they are followed by staff
- Leading and developing the faculty/department's contribution to interdisciplinary projects and programmes
- Encouraging members of the faculty/department to use IT appropriately and innovatively in their teaching

Administration

- Monitoring the security, safety and maintenance of all materials, furniture, rooms and staff and students when in the faculty/department in accordance with the published processes and procedures
- Being responsible for the maintenance and replacement of all books, materials and equipment within the faculty/department
- Managing the yearly faculty/department budget, and making projections and bids for forthcoming faculty/department needs
- Preparing an annual faculty/department annual development plan for submission to and discussion with the Principal
- Arranging and chairing regular scheduled faculty/department meetings and publishing faculty/department minutes
- Attending all relevant meetings requiring the participation of Heads of Faculty/Department.
- Monitoring the quality and punctuality of submission of Interim and term subject reports by members of the faculty/department
- Maintaining regular communication with the Principal regarding all faculty/department matters
- Maintaining an accurate, up to date faculty/department inventory, including an asset disposal component
- Maintaining an up-to-date and comprehensive faculty/department handbook
- Promoting and overseeing educational trips, including those organised by members of the faculty/department, and ensuring full administrative procedures are followed
- Coordinating course evaluation within the faculty and delivering a summary of any patterns of responses to the Principal and deputies
- Taking a strategic overview and coordinating the delivery of relevant extracurricular clubs and societies that promote the department and faculty
- Managing and coordinating the key content on departmental or faculty pages within Firefly

Person Specification: Head of Faculty & Head of Department

Criteria	Essential	Desirable
The ability to inspire students with a love of learning, in particular mathematics	x	
Relevant classroom experience	x	
An internationally minded approach	x	
Relevant Teaching qualification or equivalent	x	

This job description is not exhaustive, does not form part of the contract of employment and may change in accordance with the demands of the appointment.

The job holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, will be to adhere to and ensure compliance with the relevant Cognita Safeguarding: Child Protection Policy and Procedures at all times. If in the course of carrying out the duties of the role, the job holder identifies any instance that a child is suffering or likely to suffer significant harm either at school or at home, they must report any concerns to the School's Child Protection Officer/Designated Safeguarding Lead or to the Principal, or make a referral directly to the local child protection authorities.



Overview of Benefits

Southbank aims to offer every member of the team a competitive salary, a range of benefits and a great future.

Benefits include:

- Competitive salary
- Childcare Vouchers
- Cycle to Work Scheme
- Eye Tests
- Pension
- School Fees Discount (conditions apply)
- Annual Salary Increment
- Interest free season ticket loan
- Computer Loans
- Own iPad during employment

Staff recruited to work at Southbank may also be entitled to a relocation package, dependent on the location of the individual at the point of hire.

How to Apply

We are delighted that you are interested in joining Southbank International School. We welcome applications from qualified, experienced teachers looking for a vibrant, challenging and rewarding teaching experience.

Teaching candidates are evaluated on four key areas: high quality teaching practice, contribution to learning area and curriculum development, relationships with students, staff and parents and contribution to the whole school.

To apply, please do the following:

- Visit www.southbank.org
- Download the application form
- Complete the form and email it to jobs@southbank.org
- Please note: CVs are not acceptable for this role.

The School is unable to offer Tier 2 sponsorship for this role. Please ensure that you already have the legal right to work and reside in the UK.

Southbank Kensington
36-38 Kensington Park Road
London W11 3BU

Southbank Hampstead
16 Netherhall Gardens
London NW3 5TH

Southbank Westminster
63-65 Portland Place
London W1B 1QR

Southbank Fitzrovia
17 Conway Street
London W1T 6BN

www.southbank.org
jobs@southbank.org



COGNITA
TEACHING EXCELLENCE