



KING'S COLLEGE
INTERNATIONAL SCHOOL
BANGKOK

Teacher recruitment pack

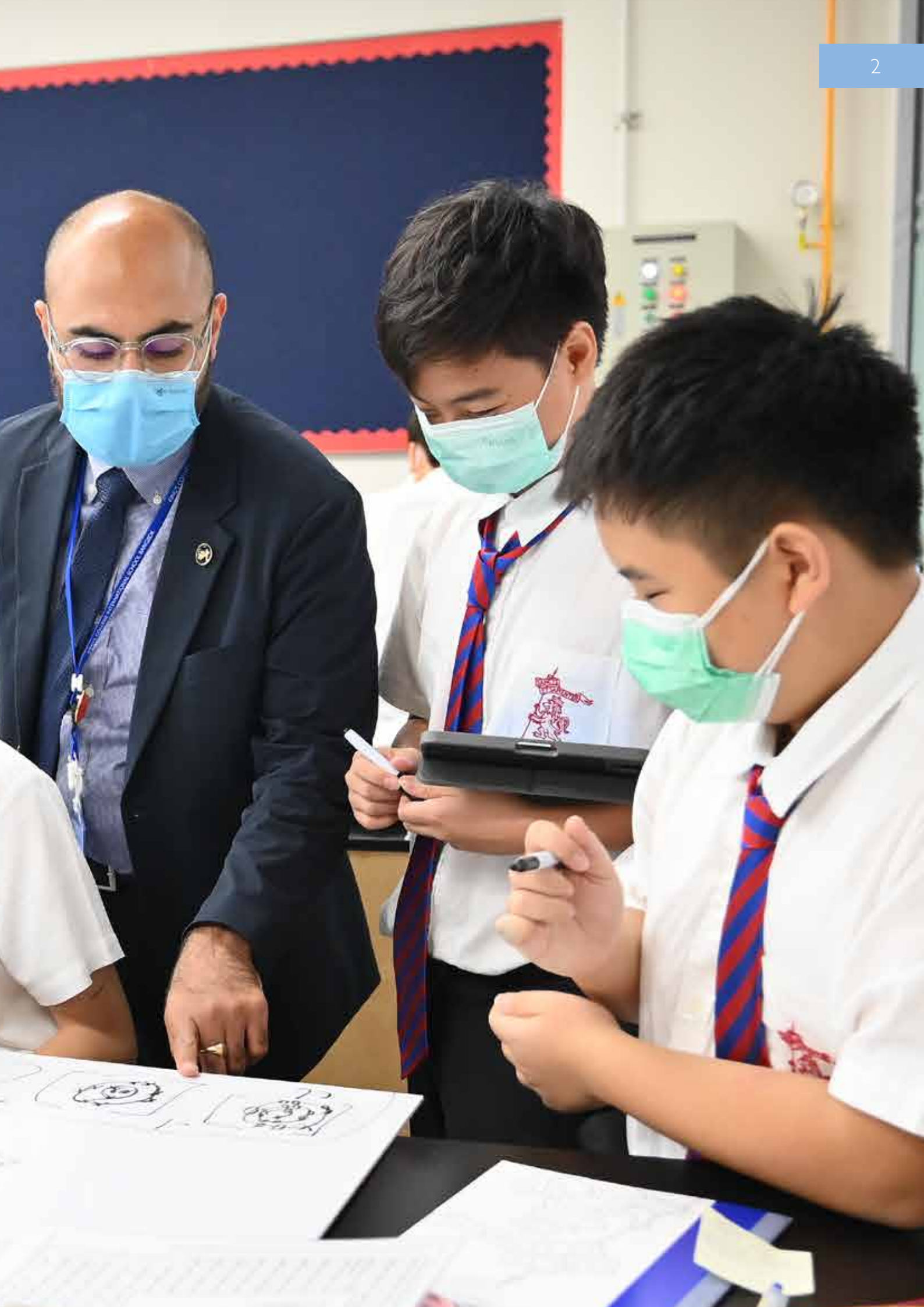




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WELCOME FROM THE HEADMASTER

Thomas Banyard

BA Physics (1st Class Honours), Oxford University
PGCE, Oxford University

We are looking to attract some of the best staff from around the world. If you are hard-working, love helping students and share our values, we would love to have you work with us. We value our teachers a great deal: we want them to contribute actively to the school, to have the chance to be creative and imaginative in their teaching, and to grow and adapt to the ethos of our school through professional development.

At King's Bangkok, we are building a community of people who will work together closely to provide an outstanding education for the young people in our care. We focus on helping children to be well-rounded people with strong values and so we need you to be a strong role model for each of them. This means that every employee must be:

- Kind - open and caring in nature, someone who gets the most from those around them through a positive attitude and valuing people as individuals.
- Proactive - as a new school, we need people who will help to solve problems and help those around them to do the best possible job. We are a strong team and we need people who want to make us stronger together.
- Well-mannered and respectful - we want our students to greet each other with a smile, hold the door open for their friends and say thank you. Our staff must model this for them.
- Humble - we all have talents but we let our actions speak louder than our words.



- Selfless - we know that education is about helping others, so we help those around us and the school when needed. World-class education takes sacrifice and hard work.

Building a school is exciting, but difficult too. The staff that begin the journey will have to work hard to overcome problems. However, this will be an incredibly fulfilling journey and the people we are looking for will rise to the challenge. We hope that you want to help us become one of the best schools in Asia and beyond.



WELCOME FROM THE DEPUTY HEAD (SENIOR SCHOOL)

Matthew Gibson

BSc Biochemistry, PGCE
King's College London

The education at King's Bangkok will always place our students at the centre of everything we do. Our aspiration is that every child will leave fulfilled, empathetic, internationally focused and prepared for the future. By ensuring that we have varied and broad academic and co-curricular programmes, students will be challenged to thrive in a range of challenges and disciplines. We understand that this is only possible if every student receives the requisite nurturing and support to maximise their potential. This is why King's Bangkok will replicate the ethos of King's College School, Wimbledon and make pastoral care the principal responsibility of the school community. Every member of staff and every student will demonstrate that kindness, humility and honesty are fundamental to everything the school does. I very much look forward to seeing King's Bangkok continue to deliver a first-class education in a world-class environment and hope you will be excited to join us on this journey.

After an incredibly successful first year at King's Bangkok, we look forward to growing upwards into Year 11 and facing our first set of IGCSE public examinations with real excitement.

WELCOME FROM THE HEAD OF PRIMARY

Helen Searle

BA Hons, PGCE, MBA in Educational Management

Working with young children is exciting and challenging. I believe that a child's school years are the most important years of their life; they are when a child's character and skills develop most rapidly. To maximise this development, the curriculum at King's Bangkok is carefully considered and balanced with the aim of developing the whole child. The curriculum is one where risks can be taken and challenges are welcomed. This ensures that children flourish academically, creatively, physically and morally. We celebrate individuality, we want our children to show character, to be proud of who they are. We want to nurture them to have strong values, to be happy, responsible, resilient and flexible, to be ready for all that life will bring them along the way.

A good relationship with parents is central to a child's development. At King's Bangkok, we work hard to establish open communication with everyone and we expect our staff to be valuable, positive team players. If you share our vision of engaging, inspiring and extending children; and want to work in our Early Years Centre or with the Key Stage 1 or Key Stage 2 students, we would love to speak with you further at interview.





WELCOME FROM THE HEAD OF EARLY YEARS

Raj Ladva

BSc Psychology, PGCE Early Years
NPQ Middle Leadership

Welcoming you to the beginning of your child's learning journey here at King's College International School Bangkok is both a privilege and a pleasure. The Early Years is where kindness, creativity and resilience are born, supported by a wonderful community of nurturing staff. All of us are here to support you and your children so that they have an incredibly positive start to their school experience.

In Early Years, our priority is play. Play is the 'work' of childhood. It is where we make connections, forge relationships and develop our critical thinking. Play is where we grow the seeds of kindness, good manners and wisdom for a lifetime. During their play, your children lay the foundations for their future success at King's Bangkok. We are thrilled to have you joining our community and are looking forward to working in partnership with you.



WHAT SETS KING'S BANGKOK APART?

Through our vision to “engage, inspire, extend”, we develop well-rounded, confident and happy girls and boys who will make a positive difference to their communities. We do this through placing equal weight on:

- A strong academic curriculum developed with the King's Wimbledon team, but adapted to the vibrant city of Bangkok. The curriculum has a proven track-record of producing academic excellence, as well as creative alumni who go on to enjoy success in a wide range of fields: from rock stars to high court judges, software developers to authors;
- A pastoral system which gives students the support and guidance to become calm, happy adults. The tutor and house systems work to give students a sense of community and purpose, ensuring that they enjoy coming to school and have a network of people to go to in times of need. Every teacher is a tutor and every member of staff contributes to the pastoral care;
- An extensive co-curricular programme which offers students a wide range of clubs, societies and activities to ensure a varied and exciting school-week. These involve lunchtime activities, compulsory co-curricular activities within their timetable (CCAs) and optional extra-curricular activities (ECAs) after school for children in Reception and upwards.
- Every teacher is involved in co-curricular activities to share their interests, to get to know the children in a different context and to help provide outstanding opportunities for the students to learn.

But there is more to King's Bangkok than this. We are proud, too, of three very special qualities:

- Our values of kindness, good manners and wisdom - Focusing on more than academic excellence will allow us to have students whom people will recognise as alumni from our school. The students are fantastic to work with and fun to be around. It also means that we will support each other and work together. We want everyone to feel supported and excited to be part of our community.

- Our location - King's College International School Bangkok is situated in the prestigious Ratchada-Rama 3 area of Bangkok, with easy access to the financial district and the city centre. This central location provides excellent transport links and plenty of accommodation within a short commute of the school.
- Our partnership with King's College School, Wimbledon - King's Bangkok is far from being a mere franchise of King's College School, Wimbledon. We work hand in hand with our family in London, China and Monaco to create our exceptional school. King's Wimbledon do not give their name to a school lightly and want to ensure that King's Bangkok is the best that it can possibly be. Together we work as a team to shape policies, co-curricular and pastoral provision. Our sister school in Wimbledon will also work to quality assess our school in Bangkok, ensuring that we produce a world-class education fit to bear their name. This also gives us access to more professional development opportunities, and trips and exchanges between the other schools in our network.

Of course, to be a top school you need to have exceptional facilities and we are very lucky to be able to boast over 47,000 square metres with:

- Spacious classrooms full of natural light
- Design and Technology, Robotics and specialist Science labs
- Art and Music rooms, as well as practice rooms for one-to-one Music tuition
- A Dance studio with sprung floor
- A multi-floor library and work space
- An Olympic-size, salt-water swimming pool
- A second swimming pool for the Early Years students to learn to swim
- An air-conditioned sports hall, including a running track and climbing wall
- A Dean & DeLuca coffee shop on campus
- A 625-seat auditorium, Black Box Theatre, Concert Hall, and outdoor amphitheatre for performance
- Dining areas in the Early Years Centre and the Heart (central building)
- A Gymnastics centre; a state-of-the-art fitness room for staff and students

Student

Our facilities put us amongst the best schools in the country, but it is our staff who will make us truly outstanding. At the heart of every school are the men and women who work in it and look after every child. This is why we recruit the best people in their field. We want you to help us fulfil our goal and be part of our journey.



ABOUT KING'S COLLEGE SCHOOL, WIMBLEDON

Introduction

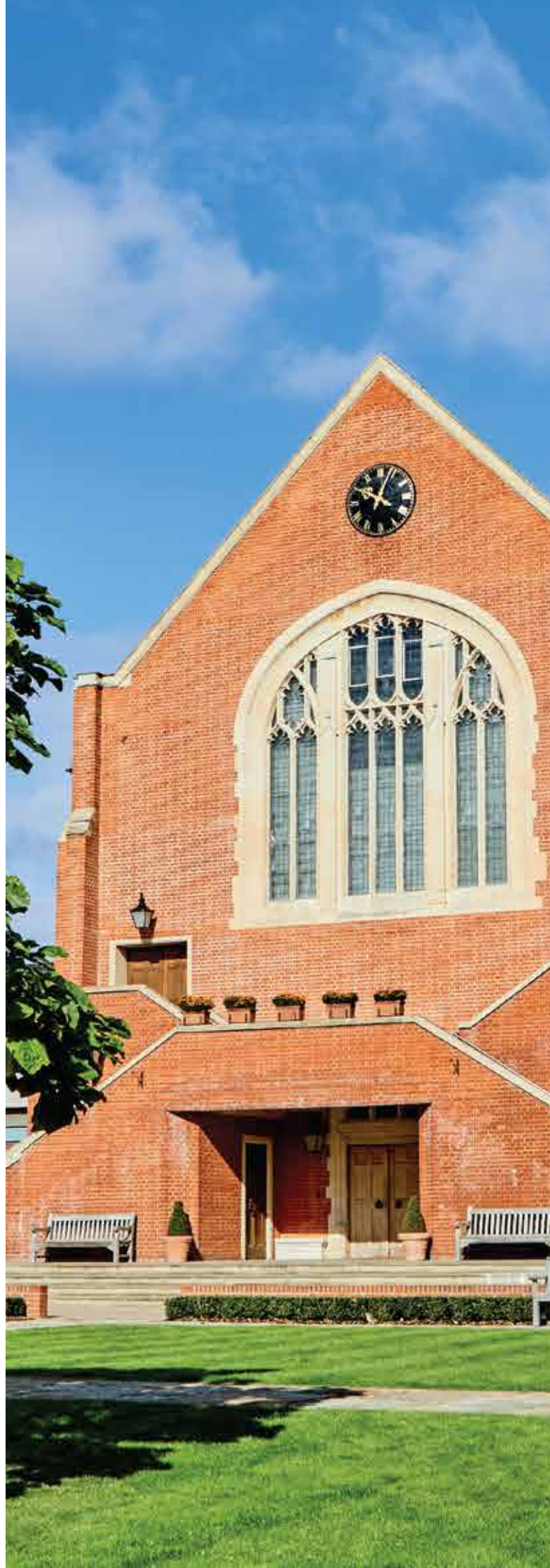
King's College School, Wimbledon is one of the most academically successful schools in the world. Around 25% of students graduate to Oxford or Cambridge with other students going to study in top UK and American universities, including Imperial, Harvard, Stanford and Princeton. We are also proud of the fact that 90% of our students achieve their first choice university, as we aim to empower our students to find the right option for them and pursue the subject and course which interests them most.

When speaking with those involved with the school, they will speak as much of the schools' values as they will about exam results. The schools' goal is to produce successful and well-rounded young men and women who will most effectively engrain themselves in and make a positive difference to the communities they enter into.

King's College School, Wimbledon today

Today, King's College School, Wimbledon, has over 1,200 boys aged 7-18 and girls aged 16-18. There are over 160 staff in the two common rooms and 130 non-teaching staff. The Senior School is one of the most successful schools in the world and it is consistently placed at, or near, the very top of national league tables. Over 300 boys and girls have won places at Oxford and Cambridge in the last six years. In 2022, 90% of all GCSE/IGCSEs were A* (9/8) and 99% of all A Levels were A*/A/B. Each year, around 25% of the student body goes on to Oxford or Cambridge, and more than 90% attend their first-choice university.

The Junior School, which shares the main campus, is equally sought-after for its combination of superb academic teaching, pastoral care, sport and activities.



Drama and Music in both the Junior and Senior Schools are among the best in the UK, with the Senior School performing at the Edinburgh Fringe Festival every other year. King's College School, Wimbledon prides itself on its combination of innovation and tradition, while ensuring that its students are well-rounded and have been provided a holistic education.

The Good Schools Guide Review (2017) states that King's is: "Intellectually exhilarating yet principled, this is selective education at its very best...A real golden ticket."

The school is heavily oversubscribed throughout with an average of eight applicants for every place in the Senior School. Alumni of the school include poet and painter Dante Gabriel Rossetti, novelist Robert Graves, painter Walter Sickert, composer Robin Holloway, musicians Marcus Mumford (Mumford & Sons) and Dan Smith (Bastille), theatre director Christopher Luscombe, and Hollywood film stars Ben Barnes and Khalid Abdalla.

The Sunday Times published their issue of Parent Power in November 2018. We were delighted to announce that King's College School, Wimbledon retained its place at the top of the table for boys' and co-educational independent schools in the UK. This was the second consecutive year that King's has won this title and is testament to the dedication and excellence of our students, as well as the outstanding support of teachers.



OUR APPROACH TO TEACHING

All of our teachers must model the values that we want to develop in our students. They must be ambitious, hard-working and be excited by being around young people. We want people who will work as a team and support those around them, who are proactive and constructive in outlook and nurturing in their approach to students.

In the Early Years, we are looking for teachers to use a play-based, child-centred approach to education in which the children are given the freedom to explore and develop their problem-solving abilities. We use the Early Years Foundation Stage as an assessment framework and experience of this is incredibly valuable.

At Key Stages 1 and above, we follow an enhanced version of the English curriculum adapted from the one used at King's College School, Wimbledon. We are looking at fostering our students' natural inquisitiveness and creating independent learners who are excited about knowledge and studying. We are looking for teachers who value knowledge and skills, who want to build childrens' character, as well as helping their academic progress; who inspire them and are constantly trying new ideas in the classroom particularly through an enquiry-based approach.

Our students will study IGCSEs and A levels and go on to leading universities around the world. We aim to produce students who have strong values and soft skills, as well as having outstanding qualifications.

At all levels, experience of EAL or working in a bilingual environment is highly sought after, as is an open and honest approach to communication with parents. We are looking for people who want to build a community around us and who go out of their way to make a difference within our school.

OUR TEACHER REQUIREMENTS

Essential

- Love of teaching and working with young people
- Ability to engage, inspire and extend students through planning, preparation and delivery of excellent lessons
- Ability to ensure that marking, recording, assessment and reporting meet the academic and pastoral needs of each individual student
- Resilience, adaptability and a hard-working attitude fit for a new school
- Qualified Teacher Status (QTS) or equivalent through an education degree or a bachelor's degree with a Postgraduate Certificate of Education (PGCE)
- Fluency in spoken and written English
- Excitement to make a full contribution to the co-curricular programme
- Devotion to pastoral care and full commitment to being a form tutor if a class teacher
- Ability to build good relationships with students, parents and colleagues, and demonstrate effective communication skills.

- Patience, flexibility, a commitment to teamwork and a sense of humour are all essential attributes.
- Clear criminal record check
- At least three years' teaching experience

Desirable

- Experience in abbilingual environment/working with EAL
- Experience of English National Curriculum and EYFS where appropriate
- Experience in an international environment

A note on personal appearance: our teachers will be role models for our children and they will learn from our example. In Thailand, appearance is very important and the way we dress and look is part of being a role model.

Safer Recruitment: online searches

Online searches are a useful addition to the checks we make during our safer recruitment process. There are a number of examples where information has come to light about a candidate which would not necessarily have been found by completing the usual checks.

FAQS

How does the house system work?

The houses are a chance to encourage children to achieve success, to work together in a team and to form friendships across year groups.

What does your co-curricular programme involve and how are teachers involved?

One of the key elements of the education at King's is the co-curricular programme. This consists of three strands and all teachers are involved in this every term of the year in order to give our children a wide range of experiences.

These consist of: Co-curricular activities (CCAs). These are compulsory activities run by our teachers and supported by our assistant teachers. Each one will be run for a period of time and the children will rotate to experience the different activities on offer.

Extra-curricular activities (ECAs). These are optional activities after the normal timetable from reception and upwards. They are run by our teachers and our expert external providers.

Teachers are all asked to run at least one CCA and an ECA each week.

What ratio of Thai: international children do we expect?

We have no quota system and believe that a quota system would be against the fundamental principles of a UK-style education. Due to our location, the majority of our students are Thai. Whilst the youngest students, as you would expect from the age group, will speak little English upon entry, the older students must be able to speak English and we prioritise this with our assessment. We value teachers who have experience of working in a bilingual environment or have EAL experience.

What are the normal working hours?

All staff must sign in and sign out of the site so that we have an up-to-date name list for fire safety.

All staff must be in their classrooms for 7:25 every morning so that they are there to greet the children. On Monday, all staff have a staff briefing at 7:10.

All teaching staff meet at 16:00-17:00 every Wednesday for a staff meeting including CPD opportunities.

All staff will contribute to duties and co-curricular activities. There may be other events, such as parent meetings, outside of these times.

What are the approximate term dates?

By Thai law, we must have a minimum of 180 days of teaching each academic year. It is always prudent to have two or three days in addition to this in case we have to miss a day of school for reasons outside of our control. We must also seek approval from the Ministry of Education in Thailand, so the dates are not confirmed at present. The approximate dates will be published on our website.



WHY WORK IN BANGKOK?

Food

Bangkok is the world's food haven; you can eat any cuisine you desire.

- A variety of international cuisines
- Top restaurants
- Cheap markets
- Street food like no other

Cost of living

Restaurants Average cost

A meal at an inexpensive restaurant £1.50
(Street food is even cheaper)

A three-course meal for two £20
at a mid-range restaurant

Branded soft drink (0.33 litres) 42p

Market Average cost

Milk (1 litre) £1.25

Fresh white bread (500g loaf) 85p

Rice (1kg) £1.10

Eggs (12) £1.40

Local cheese (1kg) £16.95

Banana (1kg) £1

Tomato (1kg) £1.15

Accommodation

There is plentiful affordable accommodation in close vicinity of the school. Apartments are all air-conditioned and well furnished and a housing allowance will be granted. Maids and cleaners are readily available and affordable. Support will be given during the process of finding accommodation.





Transport

- BTS (elevated mass transit system, overground train)
- BRT (bus, in a separate lane to traffic)
- MRT (underground)
- ARL (Airport rail link)
- Taxi (6 Baht/km)

Bank holidays

- The Eastern Seaboard—accessible by public bus or taxi, including Pattaya, Rayong, or Koh Samet, only 2-3 hours' drive away.
- The southern beaches of Hua Hin and Cha Am are also a 2-3 hour drive/train away.
- Chiang Mai in the north is a 1-hour flight, Phuket and Koh Samui also have regular flights.
- Culturally historic cities of Sukhothai, Ayutthaya and Kanchanaburi are wonderful places to visit.

This is just a snippet of the vast range of activities on offer in such a vibrant city!

Sporting

- Sports clubs - the Southerners Sports Club, The British Club (also a social club)
- Horse riding - the Bangkok Equestrian Centre (BEC), Garden City Polo Club, Nichada Polo Club
- Watersports - Club Taco, Olarn Lake
- Golf - A variety of golf courses and driving ranges can be found around Bangkok
- Swimming, tennis, football, rugby, cricket
- Gym - Many options of fitness centres to join within Bangkok, eg, Fitness First, Virgin, Jetts Fitness
- Cycling - bicyclethailand.com
- Inline skating, ice skating
- Sailing, surfing - Flow House

Activities

- Cinema - most major shopping centres. There is an IMAX Big Screen in multiple locations
- Bowling alleys - most major shopping centres
- Go karting - Bangkok racing circuit, PTT Speedway
- Fairs
- Shopping malls and markets with both high-end and low-cost choices
- Zoos - Samutprakarn Crocodile Farm, Safari World

Cultural

- Museums - The National Museum, the National Science Museum etc.
- Parks - Rama IX park, Lumpini Park etc.
- Thai massage – everywhere
- River trips
- Temples - Wat Phra Kaew, Wat Po



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