

JOB DESCRIPTION FOR THE POSITION OF

English as an Additional Language (EAL) Teacher

Start date	August 2025 or sooner
Contract type	Fixed Term, Full Time
Location	King's College Riyadh

Job Purpose

The school is committed to enabling each and every child within our care to achieve his or her full potential so that they can benefit from a King's College Riyadh education.

The EAL teacher will provide vital support to students with English language needs, fostering a genuine love of language and ensuring that all students can access the curriculum and make exceptional progress. The role involves helping students whose first language is not English to develop their language skills, enabling them to succeed both academically and socially. By tailoring instruction to individual needs, the EAL teacher will support students in overcoming language barriers, boosting their confidence, and ensuring they thrive in the classroom and beyond.

This role requires a passion for teaching, an understanding of the challenges EAL learners face, and the ability to create a supportive and inclusive learning environment.

School Values and Ethos

- To actively promote our unique school's vision through enthusiastic participation in all areas of School life.
- To share and support the school's commitment to provide an all-round, outstanding education for all our pupils.
- To always set high expectations, which inspire, motivate and challenge pupils.
- To have the highest aspirations for all our pupils' development and achievements, both in and out of the classroom.
- To offer excellent pastoral care for all pupils.
- To respect and support the Saudi culture.

Safeguarding Responsibilities

- To comply with all safeguarding policies and procedures and ensure that any safeguarding concerns are reported in line with policy.
- To demonstrate a personal commitment to safeguarding and wellbeing.
- To engage fully in all safeguarding training as required.

Key Responsibilities

- Plan and deliver engaging, differentiated lessons to students in small groups or individually, focused on developing their English language skills (speaking, listening, reading, and writing).
- Use a range of teaching strategies and resources to cater to different levels of language proficiency.
- Planning and teaching EAL lessons to groups of mixed ability learners (some with little to no English).
- Assess student progress regularly through formative and summative assessments and provide feedback to help them improve.
- Conducting consistent reading and writing assessments to track EAL children's progress.
- Attending planning sessions with Class Teachers, Subject Specialist Teacher and Learning Support Team to contribute to the whole class and EAL children's success lesson planning.
- Collaborating with the Class Teacher and Learning Support Team to ensure that EAL teaching is aligned with the class learning to facilitate interconnected rigorous learning.
- Initiating and preparing differentiated EAL materials.
- Supporting EAL children in different classes.
- Meeting with EAL children's parents to discuss progress and recommend support at home.
- Attending related professional development sessions.
- Sharing innovative and successful ideas with Class Teachers and Subject Specialists to support teach EAL children in class.
- Developing learner focused relationships to ensure that the EAL children feel safe and respected and are not afraid to ask for help and make mistakes.
- To support the school in the admissions assessment of children where necessary, in order to identify their specific learning needs and offer individualised support to ensure that the school is able to meet the needs of any child offered a place.
- To deliver all aspects of the EAL curriculum framework and policy.
- To work with Class Teachers and Subject Specialist Teachers to ensure that children are able to access the curriculum throughout the school.
- To maintain regular communication with parents and guardians, where applicable to provide feedback on language learning progress
- To support and evaluate admissions assessments to ensure that the school is able to meet the needs of any child being offered a place.

Teaching and Learning

- To deliver targeted individual and small group lessons to cater for the learning needs of specific children or groups of children.
- To facilitate and encourage high quality learning which provides children the opportunity to achieve their full potential.
- To demonstrate excellent subject knowledge in all relevant areas.
- To challenge learning and developmental goals, and to draw upon varied strategies,

resources and technologies to support students in achieving these goals.

- To follow school procedures for assessing, recording and reporting on children's achievements and to use this information effectively to convey progress in report writing and record keeping.
- To provide students with regular written and oral feedback and encourage them to reflect and respond to their feedback.

Management

- To follow and implement school policies and procedures in and out of the classroom.
- To provide a safe, purposeful and well-managed learning environment.
- To value the home-school partnership, working closely with other members of staff to establish and manage good relationships with parents.

Professional Standards

- To attend assemblies, departmental meetings, parents' evenings, school functions and other staff meetings.
- To attend professional development and staff training opportunities.
- To recognise the importance of being an exemplary role model to all children within the school.
- To maintain high standards of professional behaviour in accordance with the school ethos, including timekeeping and personal presentation.
- To take personal responsibility for evaluating and reflecting upon your teaching in order to continually develop and improve your practice.
- To always maintain professional and productive relationships with colleagues.

Other

- To fulfil any reasonable additional responsibilities as requested by the Principal.

Person Specification

(E is Essential, D is Desired)

Experience and Qualifications

Qualifications

- A Bachelor's Degree in a relevant subject from a good university. (E)
- Post Graduate Certificate of Education (or equivalent). (D)
- Qualified Teacher Status. (D)
- Evidence of further post graduate study. (D)

Skills and Experience

- A minimum of three years relevant teaching experience. (E)
- Excellent working knowledge of the National Curriculum for England. (E)
- High levels of subject knowledge. (E)
- A proven track record of high-quality EAL teaching. (E)
- A strong academic background, stature and experience that will command the respect of students, parents, colleagues and the wider community. (E)
- An understanding of the demands of a UK independent day school environment. (D)
- A commitment to academic progress and the welfare and safeguarding of students. (E)
- Experience of curriculum development in special education needs. (E)
- Knowledge and understanding of recent educational developments and best practice. (E)
- Experience of working with children who have English as a Second Language. (D)

Personal Qualities

- Ability to stretch the most able students, whilst also ensuring the curriculum is accessible to all. (E)
- Ability to inspire children with a love of learning. (E)
- Ability to understand the needs, challenges and opportunities of an international school community. (E)
- Strong personal-relations and team-working skills. (E)
- Ability to use ICT to enhance learning. (E)
- Energy, charisma and dynamism with the vision and drive to create productive learning environments and excellent outcomes for all children. (E)
- Ability to work with and apply all school policies. (E)
- Rigorous can-do attitude, positive team player with a sense of humour. (E)
- Be willing to work hard enthusiastically and with a growth mindset, avoiding a "nine-to-five" approach. (E)

Safeguarding and Data Protection

King's College Riyadh is committed to safeguarding and promoting the welfare of pupils and expects all the staff to respect this commitment. The post is subject to applicants providing a satisfactory Police Clearance Certificate from their home country that is less than three (3) months old. Three satisfactory professional references will also be required.

If successful and if applicable, for visa purposes applicants will need to supply relevant degree certificates, university transcripts and proof of being a 'full time' pupil. These documents will need to be attested by the Ministry of Foreign Affairs and KSA Embassy in the applicant's home country as applicable.

By applying to this post, you agree to your data being held and processed by the school and its affiliates. If you are appointed to the post, you also agree to additional information, including sensitive data such as bank details and medical information, being held by the school and its affiliates.