



Appointment of Lower School Learning Support Teacher from September 2024 (Part Time, 0.4, including Tuesdays)

Candidate Brief





The King Alfred School

For over 100 years, The King Alfred School (KAS) has stood for a rational, nurturing and enlightened educational experience. Founded in 1898 by a group of parents in opposition to Victorian educational practices – authoritarian discipline, regimentation, religious instruction, collective worship – KAS was created as a demonstration school committed to encouraging learning for its own sake and to applying research into the educational process. It sought to provide a well-rounded education that focused on what was best for the whole child and on the development of character and individuality.

KAS still stands out from the prevailing educational environment as a school that achieves academic success without unnecessary pressures, and social success through the development of relationships and responsibility rather than external discipline.

It is a school that is genuinely loved by students, parents and staff alike.

KAS has often been referred to as a “progressive” school. Certainly, it subscribes to many of the concepts of the progressive movement. We emphasise child-centred education, which aims to draw out the best in the individual child. We believe that the principles of mutual respect, of relationships based on trust rather than authority and punishment, and of allowing each child to develop at his or her pace in an atmosphere that is free from fear, provide the best learning environment. The school places a strong emphasis on creative and active learning and on the value of play. Co-education, mixed ability, all ages and non-denomination are its essential and enduring characteristics. Informality is typified by the use of first names, the absence of uniform and as few rules as can be managed within a community.

The village green setting of the main site, next to Hampstead Heath, contributes to the community feeling of KAS. The school has about 650 students, from age 4 to 18. Most children will join at Reception and continue on to the end of their school lives. Transition from Lower to Upper School is a natural one and for KAS pupils does not depend on assessments, tests or examinations. KAS perceives itself as one school in which all parts belong to a whole and where age groups are encouraged to mix. We aim to provide a happy, compassionate environment in which the emotional, physical and social developments of the child are held in equal regard to academic progress.

A high teacher/student ratio enables the committed and professional staff to provide a rich variety of activities. Within the confines of a structured curriculum leading to successful preparation for GCSE and A levels, teachers strive to provide a broader and more generous education. KAS measures the success of its philosophy by the acknowledged maturity of the students when they leave, by their successful pathways on leaving school, and by the fact that students invariably end

up doing something worthwhile, interesting or unusual.

KAS is committed to professional development and training for all its staff. New ideas from teachers are encouraged and there is active staff involvement in all aspects of the school. Staff are supported to pursue master’s degrees, engage in action research projects, and connect with education professionals in this country and abroad.

The school is owned by and operated through the King Alfred School Society [KASS] members of which are mainly parents, ex-parents, ex-students and members of staff. The majority of the governing body – Council—is composed of parents and ex-parents [some of them ex-pupils]. Like any board of governors, Council is legally responsible for educational policy, financial management and the strategic development of the school.

Council delegates the running of the school to the Head, and oversees this work through its committee structure. Maintaining the school ethos remains an important part of Council’s responsibilities.

Annual election of Members of Council ensures that parents maintain an active interest and input in how education is carried out at KAS. On the principle that family life is a vital overall aspect of education, parental involvement in the general life of the school is encouraged.

The King Alfred School is situated on two beautiful sites. On the main site at Manor Wood, school buildings are spread around an open field; a number of mature trees from the original Manor Wood provide play and camp-building areas for the younger children and protection for a small amphitheatre. The facilities have been expanded considerably over the years, and there are plans to develop these further in the future, including our new Sixth Form centre

Job Description

(a) **Effective and reflective teacher**

- To work with individuals and groups from our primary classes providing targeted support for literacy and mathematics
- Within the holistic philosophy of the school, and in conjunction with class teachers, monitor and set ambitious targets for what students can achieve
- To ensure that teaching and learning, in all sessions taught, is of a consistently high quality on a day-to-day basis
- To provide regular and detailed feedback to effectively support student's progress

(b) **Team player – own team and wider school team**

- To liaise and communicate with colleagues effectively
- To actively contribute to a cohesive, hardworking and happy team with a strong collegiate culture
- To attend and actively contribute in staff meetings
- To take an active part in the School's appraisal and professional development programmes
- To keep abreast of developments in education

(c) **Contribution to students beyond the classroom**

- To participate in the extra-curricular programme at KAS
- To maintain a positive atmosphere of mutual respect both inside and outside the classroom

Person Specification

Attributes	Essential	How Identified
<i>Qualifications / training</i>	Bachelor Degree in Education, or Bachelor Degree in any subjects with PGCE (Postgraduate Certificate of Education), or equivalent Post graduate qualifications in SpLD. Excellent standard of written and spoken English Evidence of continuous professional development	Application
<i>Experience</i>	Evidence of successful teaching across KS1 and KS2 Evidence of working well in a team Clear understanding of school monitoring, appraisal and data systems	Application, reference, Interview process
<i>Skills and abilities</i>	Proven track record of being an effective teacher Ability to establish successful relationships with students, parents and colleagues Ability to teach across a wide age range	Application, reference, Interview process
<i>Personal attributes</i>	Strong commitment to student engagement and achievement Enthusiasm, drive, determination, flexibility Empathy, affability and a good sense of humour Positivity and resilience Tact and diplomacy Analytical and self-reflective Welcomes feedback and accountability Sets and maintains high standards in professional relationships with young people and colleagues Commitment to supporting the progression and success of colleagues	Application, reference, Interview process
<i>Commitment to</i>	The KAS ethos, and child-centred progressive education Working in a 'can-do' culture with a commitment to continuous improvement The happiness, well-being, and progress of all at the school	Application, reference, Interview process

Terms of Employment

- An appropriate salary will reflect the importance of the post and the experience and standing of the successful candidate. KAS operates an upper pay spine for experienced teachers.
- The post is pensionable through the Teachers' Pension Scheme.
- The appointment will be made subject to successful references and a DBS check.
- The post is a two-day (0.4) position (to include Tuesdays).

How to Apply

To apply for this role please visit our website and apply via our online Application Form.

Closing date for applications: midnight on Wednesday 19th June 2024

We value the diversity of our staff and students, and everyone at The King Alfred School is equally valued and respected. We aim to be an inclusive employer that reflects the communities we serve. We are committed to providing a fair, equitable and mutually supportive learning and working environment.

To read more about King Alfred's diversity and inclusion statement, please see our DEI statement and KAS Against Racism policy.

All members of the King Alfred School community are committed to safeguarding and promoting the welfare of children and young people.

Applicants must undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.

Rehabilitation of Offenders Act 1974

All posts involving direct contact with children are exempt from the Rehabilitation of Offenders Act 1974. However, amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and conviction can be found on the Disclosure and Barring Service website or at Unlock.



The King Alfred School

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