



BRIGHTON COLLEGE
INTERNATIONAL

Join us:

Deputy Head Pastoral (Senior School)
Brighton College Bangkok Vibhavadi

Closing date: 10am (Bangkok time) on Monday 10 March 2025



BRIGHTON COLLEGE

Executive Summary

Brighton College Bangkok Vibhavadi is seeking to appoint an inspirational Deputy Head Pastoral (Senior School) to start in August 2025. The successful candidate will lead on all aspects of the Senior School's pastoral care and pupils' wellbeing.

This is an exciting opportunity for an enthusiastic, experienced and caring educationalist to join the school's Senior Leadership Team (SLT) and ensure its pastoral care is of the highest calibre. The successful candidate will have extensive experience in pastoral leadership within a Senior School setting, and will demonstrate a proven ability to inspire and manage pastoral teams to deliver outstanding care and support for pupils. They will be adept at developing and implementing pastoral systems and approaches which promote pupils' wellbeing, resilience and personal development, in line with the school's ethos and values.

The successful candidate must also demonstrate in-depth knowledge and understanding of safeguarding legislation, including Keeping Children Safe in Education (KCSIE) and other statutory guidance pertaining to the local territory and the UK. As the Designated Safeguarding Lead, they will have experience of managing complex safeguarding cases, liaising effectively with external agencies, and ensuring compliance with safeguarding policies and procedures. Candidates will be expected to demonstrate expertise in training and empowering colleagues to uphold the highest safeguarding and child protection standards. A commitment to fostering a culture of vigilance and an "it could happen here" mindset, in order to ensure the safety and wellbeing of all pupils, is essential, alongside the ability to act decisively, sensitively and compassionately in safeguarding matters.

Brighton College Bangkok Vibhavadi will be the second Brighton College school in Bangkok. The first Brighton College Bangkok, which opened in Krungthep Kreetha in 2016, was named 'International School of the Year' at the prestigious International School of the Year Awards in October 2024. In August 2025, Brighton College Bangkok Vibhavadi will open in brand new, state-of-the-art facilities. At this point, the 450+ community of pupils in Pre-Nursery to Year 13 at St Stephen's International School will move into the new facilities, and the school will be renamed Brighton College Bangkok Vibhavadi. St Stephen's and Brighton College are already closely aligned in values, with the former's focus on an 'East meets West' international mindedness and development of respectful leaders, resonating closely with the Brighton values of kindness and social responsibility.

The candidate appointed to this role will report to the Head of Senior School. They will also be expected to teach a reduced timetable and should be able to demonstrate a strong track record of delivering top academic results. This role is likely to suit candidates with considerable pastoral and safeguarding experience: for example, as a Head of Year, Housemaster/Housemistress, DSL or Deputy DSL.

This position represents a career-defining, professional challenge for a teacher with considerable pastoral experience, preferably at middle management level or above. The Deputy Head Pastoral should also be enthused by the opportunities for both teacher and pupil collaboration between the Brighton sister schools. As with all Brighton College teaching posts, the successful candidate will share our aim of developing well-educated, respectful, and curious young men and women ready to take a full, active and positive role in the world.



The Brighton College *Family* of Schools

Brighton College was one of the first UK independent schools to take its distinctive approach to education to markets beyond the UK. From the outset of this international development in 2011, when Brighton College Abu Dhabi opened, our driving ambition has been to ensure each new addition to our family of schools is recognisably a Brighton College school. The Brighton College International (BCI) group now has schools in: Abu Dhabi (2011), Al Ain (2013), Bangkok (2016), Dubai (2018), Singapore (2020), London (2023) and Hanoi (2023). The second school in Bangkok will open in August 2025.

Brighton College UK

Brighton College – awarded the title of ‘School of the Decade’ by *The Sunday Times* – is consistently recognised as the UK’s leading co-educational independent school. Academic results place Brighton College in the top 10 schools in England.

In addition to the ‘School of the Decade’ award in 2020, Brighton College has achieved numerous other recent accolades, such as: Most Forward Looking School in Britain (*The Week*); Top School in Britain for STEM Subjects (*The Week*); Best Sixth Form in Britain (*The Week*); Top School for A-levels 2025 (*The Sunday Times*) and Best 125 Private Schools Across the Globe (*Carfax Education*). Brighton

College international schools across the world are also award-winning in their own right. Recent awards have included: International School of the Year (BC Bangkok 2024, ISOTY Awards); Best New School in the UAE (BC Dubai 2024, Top Schools Awards); Top 10 Private Schools in the Middle East (BC Abu Dhabi 2024, Spear’s Index); Best Early Years School in the UAE (BC Al Ain, Lux Education Awards); and Best New School (BC Singapore 2023, Singapore Education Awards).

Brighton College International

Brighton College International (BCI) has put in place the structure, resources and expertise to ensure that the Brighton DNA prevails in all Brighton schools. Brighton College’s

Principal and Group CEO, Richard Cairns, is actively engaged in the work of the international schools, and a team of talented colleagues in BCI provide support across the curriculum, admissions, operations, marketing and innovation.

The Heads in our family of schools receive support from, and regular communication with, the BCI team, whilst being given the autonomy to lead their schools and ensure their school works most effectively in its local context. In addition to support from quality assurance visits by Brighton College UK, there are numerous instances of further collaboration within our family of schools. These include professional development for teachers, pupil collaboration, shared webinars and guest speakers

across the group. Alumni from every school are part of the Brighton College Connect network, with several thousand members.

Curiosity, Confidence and Kindness

Every Brighton College school is a happy place, with a warm, inclusive and respectful community. All Brighton schools promote curiosity and a love of learning from our nursery pupils, right through to our leavers at age 18, which is one of the reasons why Brighton College pupils do so well in examinations and go on to many of the world’s top universities. Academic endeavour alone is not the full story, however, and exam results, excellent though they are, do not fully reflect the richness of a Brighton education. This becomes clear through

meeting our pupils: all visitors comment on their confidence – the right sort of confidence – which arises from their being encouraged to participate in lessons and the co-curriculum; to take an active interest in, and involve themselves with, the community beyond the school gates; to learn to collaborate and show one another kindness and respect. We constantly stress the importance of kindness, and encourage pupils actively to seek opportunities to demonstrate their commitment to this vital quality.

With each Brighton College International school embracing the educational values, distinctive character and high standards of Brighton College UK, the Brighton DNA is evident throughout our family of exceptional schools.



About Brighton College *Bangkok Vibhavadi*

Brighton College Bangkok Vibhavadi will be a co-educational day school offering a progressive British style education with a global outlook, underpinned by the aims and ethos of Brighton College UK, the UK's leading co-educational independent school. The school will cater for pupils aged 2 to 18, leading to IGCSEs and A-levels.

Academic Life and Pastoral Care

Brighton College Bangkok Vibhavadi will join the world-renowned Brighton College family of schools, where academic success stems from the development of a life-long love of learning and outstanding pastoral care. Individuality is celebrated, and a culture of kindness is integral to each and every Brighton school. Local

languages, history and culture are central to the curriculum in Brighton College Bangkok Vibhavadi. The teaching of Thai language, history and culture forms the foundation of the curriculum in both the Prep and Senior Schools. Pupils currently follow the range of cultural events and activities to further their understanding of, and respect for, the rich heritage of the country in which they live.

Prep School (Pre-Nursery to Year 6)

Teaching in Pre-Nursery to Reception is based on the Early Years Foundation Stage (EYFS) framework. In Key Stages 1 and 2, pupils follow the International Primary Curriculum (IPC), enhanced and modified to reflect the location and international mix of pupils attending the school. Pupils are taught by talented, enthusiastic class teachers, with a significant emphasis on English, maths and Thai language development. Specialist teachers work with children across specific subject areas such as PE, swimming, computing, art, DT, drama, music and languages.

Senior School (Years 7 to 11)

Pupils move into the Senior School in Year 7, where the curriculum is underpinned by the English National Curriculum, whilst incorporating many elements of the Brighton College DNA, such as Story of Our Land (integrated humanities), Entrepreneurship and Presentation Skills. The curriculum they follow is academically rigorous, and designed specifically for pupils learning in an international community, whilst maintaining a strong local context. At the end of Year 11, pupils will sit their IGCSE examinations.

Sixth Form (Years 12 and 13)

At the end of Year 11, pupils begin the transition into the Sixth Form. In Year 12, most pupils start with four subjects and further develop their skills and understanding in preparation for university study. All Year 12 and 13 pupils enjoy the benefits of *The Sixth Form Club and Study*. This is a multifunctional space, designed for both quiet, independent study, and relaxed social events; it is also the base from which the Sixth Form team provides university and careers guidance. At the end of Year 13, pupils will sit their A-level examinations and can expect to be well-supported on to pathways to world-class universities in Thailand, the UK, USA and beyond.



Life *Beyond* the Classroom

The Arts

Artistic endeavour encourages pupils to be curious, courageous and original, and in doing so, enlivens and complements the academic life of the school. The new school campus creates opportunities for art, music, dance and drama for pupils of all ages, with Prep pupils able to access their own performance and rehearsal spaces.

Sport

Our 'sport for all' ethos supports our top athletes and also all our pupils to experience, enjoy and succeed in a wide variety of sporting activities. Brighton College Bangkok Vibhavadi benefits from an outstanding array of first-class, brand-new facilities, in addition to opportunities to engage in joint sporting events with its sister school, Brighton College Bangkok, in Krungthep Kreetha. All Brighton schools operate competitive fixture programmes, giving pupils the chance to participate in matches both locally and further afield.

Activities

Co-curricular activities on offer beyond timetabled lessons reflect the diverse skills, interest and enthusiasms of our community. From book clubs, to robotics, to hammer beads, to choirs, to Model United Nations, each individual pupil is able to try something different and develop new skills.

Social Responsibility

Social responsibility and community service are essential elements of the Brighton College DNA. We believe everyone can play an active part in society, and we encourage all our pupils and staff to get involved with community and global initiatives.

Campus and Facilities

The school community will open in August 2025 as a brand-new 30,000m² school, in purpose-built, state-of-the-art facilities, including:

- 21st-century classrooms and a range of specialist teaching and learning spaces, with a focus on providing an innovative and immersive learning experience.
- A state-of-the-art Performing Arts Centre, with a 400-seat theatre, music practice and performance spaces, drama and dance studios.
- Two exceptionally well-resourced libraries, with bespoke educational resources and equipment for all age groups.
- A Design and Technology Centre, incorporating modern product design equipment.
- A range of outstanding sporting facilities, including a 25-metre swimming pool, football pitch and indoor sports hall.



10 reasons to live in Bangkok

Celebrated as one of the best cities in the world, there are plenty of reasons to choose Bangkok as your home. From food to art and architecture; access to stunning islands and big city excitement, here are ten reasons to live and work in Bangkok.



Affordable Living

Bangkok, Thailand's bustling capital, offers the excitement of a true mega-city with a much lower cost of living compared to the UK. Utilities, food and entertainment are affordable, allowing for a comfortable lifestyle. Whether you're exploring the bustling markets, indulging in street food, or discovering peaceful temples and parks, Bangkok offers authentic experiences without breaking the bank.



Activities for All

Bangkok offers a diverse range of activities. Families can unwind at riverside pools, explore city-centre parks, or visit museums and art galleries. For those seeking a livelier scene, the city is filled with trendy rooftop bars and vibrant night markets. Whether you're seeking tranquillity in a city park, cultural experiences at a local temple, or afternoon tea at a five-star hotel, the city offers something for everyone.

Welcoming Community

The city boasts a vibrant, inclusive community of both locals and expatriates, making it easy for newcomers to settle in. This friendly atmosphere fosters connections and creates a sense of belonging, helping you quickly find your place in this dynamic environment.



Unique Shopping Experiences

For those who love to shop, Bangkok is a dream destination. Visit Chatuchak Market, one of the largest in the world, where you can find everything from handmade crafts to vintage items. The city also boasts high-tech malls featuring a wide array of shops, food halls, and entertainment options.

Excellent Healthcare

Access to quality healthcare is a major advantage of living in Bangkok. The city is home to world-class hospitals, skilled doctors, and excellent dental care, ensuring residents have reliable medical support if needed – providing peace of mind as you make your big move!



Peaceful Parks and Temples

Amid the bustling city life, Bangkok offers numerous parks and beautiful temples that provide serene escapes. Spend a quiet afternoon in Lumpini Park, or visit one of the many stunning temples scattered throughout the city for a moment of tranquillity and reflection away from the urban hustle.

Diverse and Delicious Cuisine

Bangkok is a food lover's paradise, offering an incredible variety of both Thai and international cuisine. From flavourful street food vendors to world-class restaurants, the city offers endless culinary delights to explore. Whether you're grabbing a quick pad Thai on the way home, or enjoying sticky mango rice in a riverside restaurant, the food is always delicious and affordable.



Efficient Transportation

Getting around Bangkok is easy and convenient thanks to its extensive public transport system. The Skytrain, underground metro, river taxis, and traditional taxis offer easy options for navigating the city. This accessibility makes it simple to explore different neighbourhoods and attractions.

Cultural Richness

Experience a unique blend of ancient and modern culture in Bangkok, where historical temples coexist with contemporary skyscrapers. Festivals such as Songkran and Loy Krathong showcase the vibrant local culture, offering colourful celebrations filled with fun and food. Join in the excitement of water splashing during Songkran, or create your own lantern during Loy Krathong.



Adventure Awaits

Bangkok serves as an ideal base for adventure, with easy access to both domestic and international destinations. Weekend getaways to Hua Hin for a relaxing beach escape, or short flights to Chiang Mai for mountain exploration are just the beginning. With Bangkok as your launch point, you can easily discover Thailand's breathtaking islands, lush jungles, and exciting destinations across Asia.

About the Role

Brighton College Bangkok Vibhavadi is seeking to appoint a Deputy Head Pastoral (Senior School), to start in August 2025. As the Pastoral and Designated Safeguarding Lead, they will have responsibility for putting pupil wellbeing at the heart of the school. Like all Brighton College teachers, they will also be expected to contribute to the development of a curriculum and co-curriculum which delivers both an outstanding learning experience for pupils and top academic outcomes.

Key Responsibilities

Pastoral Leadership/Management and Safeguarding

- Take responsibility for pastoral care across the Senior School to ensure the highest standards of pupil wellbeing and personal development.
- Act as the Designated Safeguarding Lead (DSL), managing all safeguarding matters, including liaising with external agencies and ensuring compliance with statutory guidance.
- Provide training and guidance to staff on safeguarding, mental health, and pastoral care policies and procedures.
- Take responsibility for embedding a culture of safeguarding across every area of the school and promote a mindset of “it could happen here”.
- Oversee the pastoral team, including House leads, Heads of Year and tutors, fostering a culture of collaboration and support.
- Ensure that Brighton College values are fully embedded into the College community.
- Coordinate effective implementation of the Personal, Social and Health Education programme in conjunction with the Heads of Years and tutors.
- Lead on all areas relating to behaviour management at the College.
- Develop strategies to address key pastoral issues, such as mental health, bullying, and online safety, ensuring the school’s approach is proactive and pupil-centred.
- Ensure meticulous record-keeping of all behavioural, disciplinary and safeguarding matters in line with Brighton College, BSO and other required international and in-territory inspection requirements.
- Maintain and manage an accurate log of all parental complaints, including informal concerns.
- Maintain and manage an accurate log of all allegations against staff, including low-level

concerns.

- Manage the cross-phase liaison with the Prep School in order to ensure smooth transition arrangements for all areas of pastoral care.
- Lead on the establishment of pupil committees, such as the Pupil Council and other systems, to ensure pupil voice feeds into school improvement.
- Produce an annual update of all school policies and documentation in relation to pastoral care and safeguarding at the College.
- Organise pastoral information events for pupils and parents.
- Develop and maintain oversight for all forms of pupil responsibility within the College.
- Monitor and evaluate the effectiveness of pastoral and safeguarding systems, implementing improvements where necessary.

Broader Senior Leadership Team/Operational

- Contribute to the strategic planning of the whole College, as a key member of the Senior Leadership Team (SLT), in order to implement the College vision.
- Support the Head with the delivery of inspirational, thought-provoking and celebratory weekly assemblies.
- Support whole-school initiatives, such as teaching and learning development, the co-curricular programme and staff wellbeing.
- Lead and manage key operational areas, such as behaviour management policies, attendance systems and transition processes.
- Contribute to the collection and dissemination of all information relating to the College for the purposes of marketing and communication.
- Deputise for the Head in their absence.
- Any other reasonable management request.

Qualifications and Experience

Qualifications

- Bachelor’s degree, with QTS or equivalent.
- Designated Safeguarding Lead (DSL) training or a willingness to undertake this training promptly and before taking up post.
- Evidence of ongoing professional development, particularly relating to pastoral care and safeguarding.

Skills

- Outstanding leadership, organisational and time-management skills, with the ability to manage competing priorities effectively.
- Experience of leadership in pastoral and safeguarding roles.
- Excellent communication and interpersonal skills, with the ability to build trust and strong relationships with pupils, parents, staff and external agencies.
- Effective problem-solving skills and the ability to act decisively and calm under pressure.
- Exemplifies the Brighton College values of curiosity, confidence and kindness.
- High levels of confidentiality, integrity and emotional intelligence.
- An international outlook and understanding of working in diverse environments, including an understanding of independent school contexts.

Knowledge

- A thorough understanding of safeguarding legislation and safer recruitment practices.
- A deep awareness of current issues affecting young people, including mental health, online safety and social pressures.
- Knowledge of pastoral care systems and strategies for promoting pupil wellbeing and resilience.

Personal Attributes

The success of every Brighton College School is rooted in exceptional leadership, outstanding pastoral care, and a commitment to the safety and wellbeing of every pupil, alongside its emphasis on academic success due to excellent, innovative and well-planned teaching. We are seeking a Deputy Head Pastoral who demonstrates a genuine passion for learning and teaching, and for supporting the personal and social development of pupils, coupled with a deep commitment to safeguarding and child protection. The successful candidate will demonstrate an ability, and genuine desire, to develop pupils and colleagues to their full potential.

The Deputy Head Pastoral will be an experienced and compassionate leader, with a proven track record in the classroom, and in managing pastoral teams and safeguarding processes effectively. They will have the ability to connect with pupils of all ages and backgrounds, providing guidance and support to those facing challenges, while celebrating and nurturing the achievements of all. Experience in dealing with complex safeguarding cases and collaborating with external agencies is essential, as is the ability to create a culture of vigilance and care throughout the College.

We seek candidates who will thrive in a dynamic, forward-thinking and intellectually-invigorating environment. The ability to inspire pupils, parents and staff is key, as is a willingness to support the ambition and value of the school and to be involved in the full breadth of College life.



The Application Process

To apply for this role, please upload all required information to the documents section of the TES platform by 10am (BKK) time on Monday 10 March 2025. Applications will be considered on a rolling basis, and early application is therefore encouraged. First round interviews will be held either in Bangkok or online. All enquiries about the application procedure should be emailed to recruitment-vibha@brightoncollege.ac.th.

Please include:

- An application letter (of no more than two sides) addressed to Mr John Rolfe, outlining your suitability for the role (including co-curricular and pastoral strengths).
- An up-to-date copy of your CV.
- A completed TES online application form.
- Contact details for three referees on your application forms, one of whom must be your current or most recent Head of School or Principal (the most senior member of academic staff).

Remuneration

- A competitive salary.
- Relocation allowance.
- Accommodation allowance.
- 100% remission on school fees at Brighton College Bangkok Vibhavadi for up to two children, subject to the usual standards and procedures for admission.
- Medical insurance for the post holder, dependent spouse and up to two children.
- Flight allowance to the point of origin for the post holder, dependent spouse and up to two children.



Safeguarding and equal opportunities

Brighton College is committed to safeguarding and promoting the welfare of our pupils and expects all employees and volunteers to share this commitment.

Any offer of employment will be subject to successful completion of pre-employment checks, including enhanced disclosure with the Disclosure and Barring Service (DBS) in the UK, International Child Protection Certificate (ICPC), a local police certificate, receipt of satisfactory references and relevant original ID documentation and qualification certificates.

The College is committed to ensuring that the recruitment and selection of staff is conducted in a manner that is systematic, efficient and effective and promotes equality of opportunity.





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