



KING'S COLLEGE
INTERNATIONAL SCHOOL
BANGKOK

Teacher recruitment pack





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WELCOME FROM FOUNDING HEAD

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 boys and girls with strong values and principles and so we need you to be a strong role model for every one of them. This means that every employee must be:

- Kind - open and caring in nature, who gets the most from those around them through a positive attitude, valuing people as individuals.
- Pro-active - as a founding school we need people who will help to fix problems and help those around them to do the best possible job. We are not people who criticise from the side-lines, we help make it better.
- 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 and so we help those around us, and the school when needed. World-class education takes sacrifice and hard work.

Founding 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 HEAD OF PRE-PREP

Helen Searle

BA Hons, PGCE, MBA in Educational Management



Working with young children is exciting and challenging. I believe that the early years are the most important years of a child's life; they are when a child's character and skills develop most rapidly.

To maximise this development, the curriculum at King's 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 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 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, 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.



WHAT SETS KING'S APART?

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

- 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 have 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 so 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 programme;
- An extensive co-curricular programme which gives people a wide range of clubs, societies and activities to ensure a varied and exciting school-week. These involve lunchtime activities, compulsory activities within their timetable 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 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 than this. We are proud, too, of three very splendid qualities:

- Our values: focusing on more than academic excellence will allow us to have children whom people will recognise as alumni from our school. The students will be 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 will be situated in the prestigious Ratchada-Rama 3 area of Bangkok, with easy access to the financial district and the city centre. This is great for our students and of course our staff. There are excellent transport links and our central location provides plenty of accommodation options 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 to create our exceptional school. King's 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 will also work to quality assess our school in Bangkok, ensuring that we produce a world-class education fit to bear their name.

Of course, to be a top school you need to have exceptional facilities and we are very lucky to be able to boast over 42,000 square metres with:

- The Early Years Centre
- Spacious classrooms
- Design and technology and science labs
- Art and music rooms as well as practice rooms for one-on-one music tuition
- A dance studio
- A multi-floor library and work space
- An Olympic-size swimming pool
- A sports hall including 3 basketball courts with a/c
- A school shop
- Dining areas in the Early Years Centre and central building

In the next phase, we plan to build the sixth-form centre and University Admissions Service Unit to ensure that King's Bangkok pupils are exceptionally well prepared to enter the best universities of their choices.

Our facilities put us amongst the best schools in the country and the facilities referred to above set us apart from others, but it is our staff who will make us truly outstanding. At the heart of every school are the men and women who teach 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.

KING'S WIMBLEDON INFO

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. However, if you speak to the people involved with the school they will speak as much about values as they about will exam results. The goal of the school is to produce successful and well-rounded young men and women who will go out to make a positive difference to the communities they find themselves in.

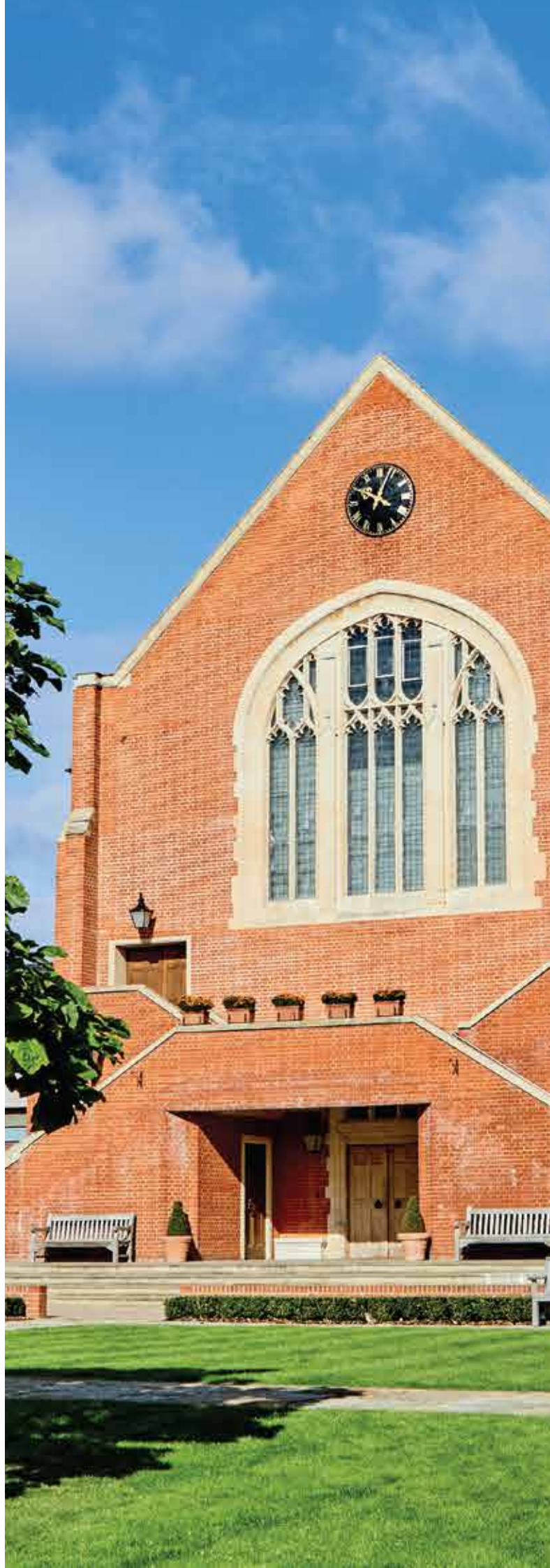
King's today

Today, King's College School, Wimbledon, has over 1,400 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, with over 90% of pupils achieving their first-choice university offer. In 2019, 51% of all sixth form grades were A* at A level or 7 at IB Higher Level and 82% of all GCSEs were graded A* or 9/8.

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. The junior school having an impressive record of top positions in national sporting and academic competitions. King's prides itself on its combination of innovation and tradition.



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.'

Our approach at all levels encourages pupils to look beyond the academic curriculum, as the vibrant success of our drama, music and games departments all indicate. Just as important to us is the commitment we make to the Combined Cadet Force, the Duke of Edinburgh Award Scheme, community service and our partnerships with 27 local maintained schools, a scheme that was referenced in the UK government's Education Green Paper.

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 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 pupils, as well as the outstanding support of teachers.



THE FOUNDING TEAM



Thomas Banyard
Headmaster

Tom was originally the head of physics and then a senior leader in charge of Teaching and Learning at King's College School, Wimbledon. Over the past year he has spent time setting up the co-curricular programme in RDFZ King's College School Hangzhou as well as taking charge of the international school. He joins as Founding Head and brings his wife Rachel and two daughters (who will join our school in August 2020) to Bangkok with him.



Helen Searle
Head of pre-prep

After her degree at Hull University in South East Asian Studies and the Malay Language, Helen went on to complete a Post Graduate Certificate in Education (PGCE) in early years and primary education. She then taught in Luton for two years where she was responsible for Geography and developing the outdoor environment. After this, Helen moved to Kuwait where she completed an MBA in Educational Management through Leicester University and qualified as an inspector of schools. She held senior posts in three very large British schools which included deputy head teacher, head teacher of primary (nursery to Year 6) and finally head teacher of pre-prep (in charge of 800 children) at Kuwait English School where she has spent the last 14 years.



Rajeev Ladva
Deputy head of pre-prep

Raj is highly experienced in early years and Key Stage 1 education and is passionate about making a difference to young people. He is experienced in developing curriculum and leading pre-prep schools and will join our senior leadership team



Kim Meaden-Kendrick
Registrar

Kim has a wealth of knowledge about Bangkok and leading schools, so she can help parents with any question they may have. She has been working in schools all over the world including South Africa and Tanzania, and now joins us from leading international schools in Bangkok.

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 2 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 equally, who want to build children's character as well as helping their academic progress, who inspire them and are constantly trying new ideas in the classroom.

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 able pupils 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 hard-working attitude fit for a founding school
- Qualified Teacher Status (QTS) though an education degree or a bachelor's degree with a Post Graduate Certificate of Education (PGCE)
- Fluent in spoken and written English
- Willing 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

Desirable

- Experience in bilingual environment/working with EAL
- Experience of English National Curriculum and EYFS
- Experience in an international environment
- At least three years' teaching experience

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. Therefore, we are unable to appoint people with visible body piercings or tattoos



WHY WORK AT KING'S?

King's prides itself on offering a kind and supportive environment for all staff.

Staff professional development is given very high priority. There is an induction programme for new staff and regular in-service training to develop all members of staff. This induction process will include:

- Trips to a few of the wonderful sites around the school
- Teambuilding; we will all need to work together to be a success
- Introduction to the Thai language and culture which will help you do basic things such as greet people, avoid faux pas and learn the basic numbers

A teacher's package at King's Bangkok includes:

- A 2-year contract
- A generous salary on the school's own scale
- A yearly bonus of up to 10% of your salary subject to performance
- Yearly flight allowance to and from your home country
- Accommodation allowance to allow for comfortable living in Bangkok
- Medical insurance for you and your immediate family
- Up to two free school places at King's Bangkok for your children





A photograph of two young boys in red school uniforms sitting in blue theater seats. The boy in the foreground is smiling, while the boy behind him is looking towards the camera. They are in a theater or auditorium with wooden walls and blue seats.

KEY INFORMATION BEFORE YOU APPLY

- You must be able to attain a clear criminal records check. If you have any previous conviction you must declare it to us before appointment.
- We will help you obtain a non-immigrant B visa before you visit us. We then obtain a work permit when you arrive in Thailand. If you travel to Thailand between obtaining the visa and the staff induction period this may cause problems. Therefore, we advise that you do not visit Thailand between obtaining a visa and the staff induction.
- Staff induction for teachers will be in August, the approximate date of start is 10th August so you must be available to be in Bangkok on this date.
- If you are travelling with a partner please think carefully about their work in Bangkok. Thailand has strict rules on issuing work-permits for non-Thais outside of the education field. We suggest you do some research before applying by looking at www.kings-bangkok.com and www.kcs.org.uk.

FAQS

How are teachers supported by other staff?

Teacher welfare is paramount as teachers need a network of support to allow them to do their jobs effectively. Every classroom teacher has an assistant teacher who will be there to help support the children's learning. These will be people from an education background who can be responsible for groups of children or help provide general support for teaching and learning. In addition to this, for pre-nursery classes there will be two nannies. Nursery and reception classes will share one nanny between two classes. As well as dedicated classroom helpers there will be support staff throughout the school to help with resource procurement, trips, reimbursement and human resources. Our teachers will be well looked after.

How many students are in each class?

In pre-nursery, we aim for no more than 15 students. Each class has one international class teacher, one assistant teacher (AT), and two nannies. This gives a ratio of around one adult to four children.

In nursery, we aim for no more than 15 students but we may go up to 18 students. Each class has one international class teacher, one assistant teacher, and one nanny. This gives a ratio of around one adult to five children.

In reception, we aim for no more than 20 students. Each class has one international teacher and one assistant teacher: one nanny is shared between two classes.

In Year 1-6, we aim for no more than 22 students. Each class has one international teacher and one assistant teacher.

How will I be involved in the pastoral care system?

Every member of staff is involved in pastoral care and looking after the children. If we see a child who needs help we look after them and we do not leave classes unattended unless it is an emergency.

Every class teacher, also the 'form tutor', will be the first point of contact with parents and they will liaise with the specialist teachers whenever there is a concern or query. Because you will see the students every day you will be best placed to understand them and to monitor their progress. You will read through every report with them and guide them through the year.

As well as this, all teachers in Key Stage 1 and 2 will be part of the house system. They will support events, attend house meetings and encourage the students to take an active role in the activities.



FAQS

How does the house system work?

Children in year 1 and above are entered into one of four houses and they receive house points for behaviour which fits in with our values. In Year 3 and upwards they have a different set of houses where the children take part in house events as well as being rewarded for their behaviour.

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 their 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 half-term 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 specialist teachers and our expert external providers.

Clubs and societies; These run at lunchtimes for Key Stage 1 and 2 students. They will be run by our teachers and assistant teachers and are short, 20-30 minute opportunities for our students to pursue an interest, eg, an extra football practice on our field or a chance to use the art or science classrooms for a project.

Teachers are all asked to run one CCA (one period per week) and one club/society each term.

What ratio of Thai: international children do we expect?

We began our admissions process in July and we won't have a firm answer for this until March 2020 but from our initial numbers we would expect a large proportion of our students to be Thai. Whilst the youngest students, as you would expect from the age group, will speak little English, the older students must be able to speak English and we prioritise this with our assessment. However, as a founding school the English levels will be variable. This is why we value teachers who have experience of working in a bilingual environment or have EAL experience.





FAQS

How long is the school day?

The day starts early to allow parents and teachers to avoid the worst hours for traffic. Teachers and assistant teachers must be in their classrooms for 7:30 to welcome to children to their rooms.



FAQS

The early years also have a 20 minute break which can be taken whenever the teacher sees fit.

- 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 7:30 every morning so that they are there to greet the children. On Mondays all staff must be in the teacher common room ready to begin the staff briefing at 7:15.
- All staff must be in the teacher common room (or other venue communicated by SLT via email) at 16:00 - 17:00 every Wednesday in which there is a staff meeting.
- All staff will contribute to lunchtime duties and the co-curricular activities.
- There may be other events, such as parent meetings, outside of these times.
- For days without an evening meeting:

Timings for pre-nursery and nursery term one:

Finish at 14:00 every day. This gives one hour of planning and report writing. There will be some child supervision from 13:00 until 15:00 including a toddler group for younger students. Staff will help with this on a rotation basis.

Timings for nursery term two and three, reception and Year 1-2:

Finish at 15:00. To make up for the additional workload the reception teachers have no duties.

Timings for Year 3-6:

Finish at 16:00.



FAQS

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:

• 26 July	Assistant teachers start
• 3 Aug	Thai teachers Inset
• 10 - 21 Aug	Whole staff Inset
• 24 - 26 Aug	Early years settling-in days
• 26 Aug	Y1-6 Reg morning with parent
• 27 Aug	Term 1 start
• 19 - 23 Oct	Term 1 half-term
• 21 Dec - 1 Jan	Christmas holiday
• 4 Jan	Staff Inset
• 5 Jan	Term 2 start
• 15 - 19 Feb	Term 2 half-term
• 26 Apr	Term 3 start
• 3 - 4 May	Term 3 half-term
• 30 June	Last day of term 3

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

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)

Flight to	Duration	Avg. cost/person
Cambodia	1 hr	£72.50
Vietnam	1 hr 15mins	£92.50
Laos	1 hr 20mins	£90
Myanmar	1 hr 30mins (south) 1 hr 45mins (central)	£65 £117.50
Malaysia	2hrs	£77.50
Shanghai	3hrs 40mins	£350
Sydney	9hrs 20mins	£600
Auckland	1 hr 10mins (non-stop)	£875
Tokyo	6hrs	£225
Chiang Mai	1 hr 15mins	£45
Phuket	1 hr 20mins	£40

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.

What can I do outside of school?

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

Social

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

Cultural

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

Flow House









King's College International School Bangkok

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