



Candidate Briefing Pack
All teaching & leadership roles
King's College Alicante



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Welcome from the Executive Headteacher



Thank you for your interest in joining King's College, The British School of Alicante, as one of the newest members our teaching team. By applying to become a key member of our teaching staff you will be an outstanding professional who is committed to inspiring a love of learning in all of our pupils. Our educational philosophy is very much rooted in the principles of quality first teaching and we are focused on ensuring the best possible outcomes and experiences for all pupils, regardless of their ability or entry point. We expect all teachers who join us to have the same passion for holistic education as we do, and to share in our desire to deliver individualised and transformative learning opportunities to all pupils in our care.

King's College Alicante is an outstanding school and as such we demand high standards from all members of the community. Expectations of performance and commitment are high but the rewards are many, not least the opportunity to focus on your craft and teach enthusiastic, committed pupils who are positive about their learning and get on with the task at hand. Without exception, our school is filled with happy pupils who love coming to school and love learning! We are very proud of the ethos we have developed at KCA and of the family atmosphere we have managed to maintain, despite growing to the large school of over 1200 pupils that we are today.

All of our teachers also contribute to the wider life of the school and I am immensely proud of the experiences and opportunities we provide our children with each year. From an incredibly successful annual Creative Week that involves all pupils and staff from Years 5-13, to a plethora of theme days, charity and fundraising events, sporting activities and our fortnightly enrichment programme, we ensure the education of our children is broad and holistic and forms memories that last a lifetime.

If you are successful in your application with us, you can expect to become part of a warm and welcoming teaching staff with a broad range of experiences and backgrounds. Some of our teachers, including me, have been with KCA almost since its inception and have worked hard to solidify our reputation as one of the leading schools in Spain. Others may have only joined us more recently or may be part of our successful ECT programme, but all quickly become an integral part of the team and contribute greatly to our journey to become the best we can possibly be.

I hope this pack provides enough information to allow you to make an informed decision as to whether KCA may be the right fit for you. If you share our drive, determination and work ethic, I look forward to reading your application and meeting you in person should you be shortlisted for interview for one of the posts on offer. Thanks for your interest in King's College Alicante and best of luck in your application, should you submit one.

Simon Wicks
Executive Headteacher



An Inspired Education

“Inspiring Academic Excellence Across 5 Continents”

A definitive statement of excellence in private education, Inspired is a co-educational, non-denominational, independent school group designed to inspire students to achieve their maximum potential in a nurturing, progressive academic environment from ages 3 months to 18 yrs.

Inspired offers a fresh and contemporary approach to education by re-evaluating traditional teaching methods and curricula and creating a more dynamic, relevant and powerful model reflecting current attitudes. We nurture the unique individuality, talent and self-assurance of each student, equipping them to take on the world with the skills and confidence to ensure success.

Our current portfolio of 80+ schools currently operates across Europe, Asia-Pacific, Africa, the Middle East and Latin America, with quick ongoing expansion foreseen. The group has grown exponentially since its founding 7 years ago and offers a unique opportunity to join a connected global community obsessed with a dedication to excellence.

For more information about us, please visit **Inspired Schools - Premium Private Education (inspirededu.com)**

3 Pillars of Inspired Education

An Inspired education extends beyond the confines of traditional academia. A holistic approach to schooling expands the benefits of education to include the development of life and communication skills. While attending Inspired schools, learners gain sound leadership qualities, study methods, and effective time management across multiple disciplines. Inspired educators understand it is vital that our students are highly equipped with a broad skill set to meet life's challenges in a competitive world. Collectively, the three pillars of education, academics, performing & creative arts, and sport, are integrated into the Inspired educational approach allowing students to develop their interests and talents both inside and outside the classroom environment.

At King's College Alicante our broad curriculum embraces the Inspired philosophy in every year group. Pupils from Nursery to Year 11 all enjoy dedicated lessons in Drama, Dance and PE. Pupils are taught public speaking as a discrete subject in Years 7 to 9 and our focus on sports for all means the best physical education programme in the area. Many parents bring their children to our school because of our reputation for the outstanding holistic education we provide. Our children are able to enjoy a diverse set of non-academic activities that reflect the geographical area in which we live as well as the outstanding climate we enjoy. As such sports such as sailing, kayaking, rock climbing, beach volleyball and paddle boarding are all standard offerings on our PE or enrichment curriculum.



The Primary School



The Primary School offers an adapted British Curriculum to children from Pre Nursery to Year 6.

From their very first days with us in September, our children love coming to school here at King's College Alicante. We are a truly international community of learners with over forty-eight nationalities represented amongst the 1200 pupils that make up the pupil body. Parents and children alike comment on how welcome they are made to feel and how quickly they settle in and make lifelong friendships with other children in their class.

Our education in Primary is rooted in the English National Curriculum but adapted to our context to ensure it is relevant and engaging to our pupils. We teach our children an engaging, broad and balanced curriculum and aim to develop them as good human beings and considerate citizens. We do not participate in the KS1 Phonics screening or end of Key Stage tests.

Classes in Pre Nursery to Year 4 are taught by a class teacher, supported by subject specialists for PE, Art, Dance and Spanish subjects. In Upper Key Stage Two (Years 5&6), we have recently moved to a middle-school style model with a named class tutor who has pastoral responsibility for the group and with specialist teachers delivering key aspects of the

curriculum including Reading, Writing, Mathematics, Topic and Science. This approach to teaching in years 5 and 6 means pupils are better prepared for the transition to secondary school when it arrives and ensures passionate subject specialists are available to deliver content in an engaging manner across the middle school phase. In our experience this not only improves the learning experiences of pupils in upper primary but also helps us to reduce the attainment drop so common in year 7 and 8.

Continuing professional development is a core part of our offer to teachers and we want our teachers to feel confident, skilled and equipped to deliver learning experiences that are outstanding and fulfill the potential of every child. We offer in-house and external training to all staff in areas linked to the school development plan or an individual's personal targets and pedagogy is a regular feature of our weekly staff meetings that take place after school.

"Parents are fully involved in their child's education. Because of this, they recognise that they work in a true partnership with the school. They know their views are valued and, where possible, they are acted upon."

SENDIA Award, September 2022



The Secondary School



The Secondary School offers a British-style education to pupils from Year 7 to Year 13. Students take IGCSEs in Year 11 and can then move on to study the IBDP in Years 12 and 13. We have also recently introduced the BTEC as an optional pathway through our Sixth Form.

The school has been providing an excellent education to our pupils for almost twenty years, with four-form entry in all year groups. Our acquisition in 2018 by the Inspired Education Group has provided us with the opportunity to review our curriculum in order to incorporate the "three pillars" that are a unique and defining element across all Inspired schools; we have a focus on developing the whole child through a strongly-academic curriculum with equal emphasis on the development of twenty-first century skills, sports and performing arts. A new building featuring new classrooms and an auditorium opened in January 2022. Investment in facilities here at KCA is significant and ongoing.

As we move towards a more middle school model across the college there will be further changes to the curriculum and leadership positions as specialist primary teachers, or their secondary-trained colleagues, assume responsibility for the delivery of a reviewed and modernised programme of study in Years 5 and 6. With these changes it is highly likely that transition between the Primary and Secondary schools will

change as leaders from both sections form part of a new school structure focused on outstanding pupil experiences and progression across the entire college, with particular regard to embedding those skills so valued by the IB further down into the Secondary and Primary phases.

In the Secondary School all pupils have a dedicated form teacher as you would find in a traditional British setting. In Sixth Form we aim for half-sized tutor groups to offer additional support with transition and post-18 choices. An accomplished middle leadership and teaching team ensure high quality learning experiences across the school for all pupils.

The curriculum in Key Stage 3 is loosely based on the English National Curriculum and taught alongside a small number of lessons to ensure pupils understand and appreciate the Spanish and Valencian Language and culture. In Key Stage 4 we teach a combination of International and standard GCSE subjects and recently launched the IBDP and BTEC in Years 12 and 13.

Progress and attainment across the entire college were deemed to be outstanding during our last BSO inspection in November 2019. In June 2022, we were proud to be the highest performing school in external exams, from over 80 that make up the Inspired Education Group.

"Standards at the college are very high, encompassing a high level of academic attainment, an excellent curriculum, good and outstanding teaching and impressive attention to pupils' care and well-being"

BSO Inspection Report, November 2019



A United College

Some of the key strengths of the College, are the outstanding relationships enjoyed between pupils and their teachers as well as the emphasis on the importance of high quality pastoral care. The pastoral care of pupils is a priority with regular assemblies, PSHE and whole school events supporting pupils' development as caring and empathetic global citizens. Children are encouraged to consider the world beyond the school walls and participate in fundraising events for both local and international charities. PSHE is underpinned by the very popular Jigsaw scheme. An onsite school psychologist and counsellor are available to strengthen our focus on pastoral care and the mental health and well being of all pupils.

Behaviour across the school is excellent and pupils are engaged and excited by their learning with us. There is a strong and active student leadership team that works alongside the teaching body to arrange a variety of fund-raising events and activities throughout the school year including our annual Hallowe'en Disco and various other fairs and initiatives.

Outside of the normal curriculum we are also proud of the very well established extra-curricular programme that every pupil in Years 5-11 participates in on alternate Wednesdays. The enrichment programme offers pupils an impressive range of activities in which they can participate, ranging from trekking and scuba diving, to debating and performing arts. We also enjoy several themed days and weeks a year where pupils get the opportunity to work in vertical groups, on a specific theme or challenge. Our second annual "creative week" this year

proved to be highly successful and inspirational for our pupils as all children from Y5-13 were able to choose one of 25 pathways that focused on "making their mark" in the world. From DJ-ing to Fashion Design, Choreography to Box Car building, pupils had the benefit of a variety of visiting speakers, experts and passionate teachers in a week that has now become a regular feature in our school calendar.

King's College Alicante is a vibrant, happy and purposeful community of staff and children. Hard work, dedication and commitment underpin everything we do, with a focus on providing the best educational experience we can. As a result, our young people develop into well-rounded self-starters who are passionate about learning and making a difference in the world around them.

Any teachers we appoint will be excited to join us at KCA and determined to continue our drive for excellence. Creativity and a passion for inspirational teaching that transforms the lives of our pupils are non-negotiable traits we will be looking for in successful candidates. In return, you will get the opportunity to work alongside an exceptionally dedicated staff and a rewarding and conscientious group of young people who are all part of our ongoing journey of self improvement and making King's College Alicante the best it can possibly be.

"Staff feel that their professional development has been highly effective. Over time, leaders have developed a staff team which can support students with a variety of needs. Moreover, there is consistent pedagogical practices across the school, where quality first teaching supports the learning of all students."

SENDIA Award, September 2022



About King's College Alicante

King's College Alicante was founded twenty years ago and quickly became the most sought after and successful school in the area.

As part of the King's Group of schools (now Inspired Education Group), founded by our then Chairman, Sir Roger Fry in Madrid in 1969, King's College Alicante offers a flourishing, friendly and rewarding school community, a committed and passionate leadership and teaching team and the support and benefits being part of a group inevitably brings. Inspired is a leading global premium schools group educating over 50,000 students across an international network of over 70 schools on 5 continents.

All Inspired schools are individually developed and designed in response to their environment and location, delivering an excellent education to their respective communities. Inspired offers a fresh and contemporary approach to education by re-evaluating traditional teaching methods and curricula, and creating a more dynamic, relevant and powerful model reflecting current attitudes. We nurture the unique individuality, talent and self-assurance of each student, equipping them to take on the world with the skills and confidence to ensure success.

Visitors to the College comment, without fail, on the family feel of the school and the outstanding relationships enjoyed between staff and pupils. Expectations of teachers are high but the rewards are many, not least of which is the opportunity to work with some of the most

delightful, enthusiastic and dedicated pupils you will ever have met in your career.

Inspired also highly values the professional and personal development of its staff and invests heavily in continuing professional development on both a group and individual basis to ensure its teachers remain at the forefront of British International education. We want our teachers to feel confident, skilled and equipped to deliver learning experiences which are outstanding and fulfill the potential of every child. We offer in-house and external training to all staff in areas linked to the school development plan or an individual's personal targets.

The College is led by an Executive Headteacher (Simon Wicks), the Head of Secondary School (Matthew Bennett) and the Head of Primary School (Adrian Hickman). Each school has its own senior and middle leadership teams although plans are being developed to offer more college-wide opportunities at all levels of leadership.

As a British School Overseas, we are not bound by SATs nor driven by league tables! We teach our children an engaging, broad and balanced curriculum and aim to develop them as good human beings and considerate citizens.

We are committed to the safer recruitment of staff and are very proud of the diverse and inclusive staff team and community that we have here at KCA.



The application process

A covering letter in support of your application and a fully completed application form should be sent by email to **the email address to the right** with a subject line of **"APPLICATION: ROLE BEING APPLIED FOR"**. You should also include the names and contact details of at least two referees and indicate whether or not we are able to contact them before interview; one must be your current employer.

Please note that incomplete applications (without both documents, referees not being submitted or applications that have unexplained gaps of employment over the last ten years) will not be processed.

KEY MILESTONES

Longlisting

Longlisted candidates will be contacted and asked to provide a video of them teaching part of a lesson before the face to face event

Face to face interviews

Face to face selection event will take place in person or online. If in person it is likely to contain:

- a group activity & assessment
- a presentation to the interview panel
- 1-2-1 interview

Email your application to the email address below before 12pm Midday (Spain time) on the date indicated in the advert.

executiveheadteacher.kca@kings.education

Early applicants are encouraged and the interview process may be staged, and some interviews held in advance of the closing date, should we receive a large number of applications. With this in mind we reserve the right to review the dates in this briefing document and/or appoint an exceptionally qualified candidate at any point in the process.

This job description is indicative of the nature and level of responsibilities associated with this post. It is not intended to be exhaustive, other tasks and responsibilities may be allocated as necessary from time to time.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers, the Disclosure and Barring Service, the ICPC and police forces of countries in which they have resided for more than 3 months in the last ten years.

* only shortlisted candidates will be contacted



Living & working in Alicante

Located in the south-east of Spain, Alicante is famous, according to the World Health Organisation, for having one of the best climates in the world.

Although Alicante is a popular tourist destination with Spanish visitors it does not attract a very large international tourist trade and, as such, has retained its quintessentially Spanish feel. It is a small city that still values afternoon siestas, welcomes families with open arms and is perfectly suited to anybody who enjoys an outdoors lifestyle in the almost year-round sunshine.

Alicante is part of the Comunidad Valenciana and is situated about 90 minutes south of Valencia, on the Mediterranean coast; it is the capital of the Alicante province and an historic port. In 2016 the population was around 350,000. According to 'All about Spain':

"Alicante is a very beautiful and clean city, located directly at the sea on a hill. With sandy beaches, numerous parks and a very pleasant climate, the city offers a high quality of life, which is apparent also in the behaviour of its inhabitants: in Spain, the population of Alicante has the reputation to be especially laid-back, hospitable and welcoming."

Our school is situated on the outskirts of Alicante, halfway to the airport and next to the EUIPO - a European Union Intellectual Property Office - with easy access by car and bus. Most staff live either in Alicante town centre or in an urbanisation between the airport and the school

known as Gran Alacant. Commute times from both are only about ten to fifteen minutes. Many staff choose to cycle to and from work on very new and safe cycle paths.

The weekends provide the opportunity to explore the wonderful beaches, old town or shops of Alicante or to venture further afield to explore what the province or surrounding areas have to offer. An excellent tram service connects all parts of Alicante and continues up the coast to Villajoyosa and on to Benidorm. The fast train (AVE) can also whisk you from the centre of Alicante to the centre of Madrid in just over two hours or to Barcelona in around five.

Water sports and golf are probably the most well known pastimes on the Costa Blanca but if you enjoy hiking and the mountain air this is also only a short drive away. We have a staff that enjoy hiking at weekends, rock climbing mid-week and, in the winter, can hit the ski slopes just two or three hours away from home.

Restaurants and bars are numerous and all welcome the youngest members of the family. Al fresco style and very affordable dining, which is enjoyed almost year round, means families, including young children, eat together and are often outside until the small hours of the morning.

Whilst the pace and demands of a normal workday are significant at King's College, work-life balance is good and there are plenty of opportunities to relax and unwind whichever way you desire when the school day is over!



Frequently Asked Questions

What is the visa process for moving to Spain?

New staff members who hold a European passport are still able to move to Spain to work without needing a visa. If you have a UK or non-EU passport then you will work with our lawyers to apply for a visa for you and your family, where applicable. Normally this process takes approximately six weeks, although on rare occasions it can take up to six months for the visa to be approved.

Do you offer a relocation allowance to help cover the costs of moving to Spain?

All staff who currently reside outside of Spain are provided with a one off relocation allowance of 2000€. The cost of the lawyers is covered by the school and we provide an additional 1000€ relocation allowance to cover any additional costs associated with the visa application for those staff who need one to work in Spain.

Are salaries in Spain comparable to the UK? Do you have a pay scale ?

Salaries at King's College Alicante are amongst the highest of all schools in Spain and provide staff with a good living wage that allows them to enjoy their time in Alicante. We do not have a pay scale but salaries are reviewed by the Board annually and adjusted to reflect changes in the cost of living. Full salary details will be shared with shortlisted candidates.

Is rented accommodation affordable?

Staff considering a move to Alicante are often surprised how affordable rented accommodation can be. The school is well situated on the outskirts of the city so you have a choice of areas to choose from that best suit your lifestyle. Two bedroom flats in the city can be secured for as little as 500€ per month. Similar sized homes in Gran Alacant, often with a communal pool can cost as little as 650€ and provide a great environment for families moving to the area. All new staff are provided with a buddy who will be able to help advise you on areas that best suit your personal circumstances.

Do I need to speak Spanish to work at KCA?

Absolutely not. It is not a requirement for our teaching roles that our staff speak Spanish. We offer free Spanish lessons for staff after school and we highly recommend staff try to learn the language in order to enjoy the local culture and everything Alicante has to offer. Alicante is a very Spanish city and whilst it is slowly becoming more international you will find being able to converse in Spanish will go a long way when interacting in local shops, restaurants and bars!

Will I need a car to get to work?

The school is situated on two bus routes and is only about a fifteen minute cycle ride out of the city. Many of our staff come by bicycle or car share, but you can get to school easily using public transport if necessary.



Frequently Asked Questions

Are term times similar to those in the UK?

Term times in Spain are very different to the UK with the major difference being the lack of half terms. The school operates for 178 days a year and staff are contracted for 190. Spain enjoys many more public holidays than the UK which means we cannot easily fit in half term breaks. We do however enjoy two to three weeks at Christmas, a week or two at Easter and normally at least eight weeks in the summer.

Are the expectations of teachers at KCA similar to those of teachers in a UK school?

Yes! We are an outstanding school that aspires to be even better than we currently are. As such the expectations of our teachers are high and we all work hard to ensure our pupils receive the best education and experiences possible. That said, we are free to take the very best of UK and International education and implement it in our school. This means that we do not have paperwork for paperwork sake and we provide generous amounts of PPA to allow teachers to do their jobs well. Marking and assessment are obviously a key feature of teaching and expectations in this regard are similar to the UK. However, if you have good time management skills then you should find that you are able to achieve a good work-life balance.

Are there opportunities for CPD?

Yes we have a very healthy CPD budget and spend this each year on a variety of activities, both related to our development as well as

individual staff objectives. INSET days are normally scheduled at the beginning of the school year and we try to arrange one at the beginning of each new term also. We provide regular CPD each week that is led and delivered by our own teachers and leaders. This is supplemented by our subscriptions to Optimus as well as with outside training organisations. This year we have enjoyed bespoke training on challenge for all, provided on site by Dragonfly Training, as well as Hounslow Language Service who specialise in EAL training for teachers. We also ensure all teachers of the IBDP / BTEC are fully trained and receive the necessary professional development each year.

I don't have QTS or am hoping to complete my ECT programme with you. Are you able to accept my application?

Teachers in possession of a valid teaching qualification will be considered for our posts. We are always happy to speak to highly qualified and passionate educators who come from other countries and have a native or near-native level of English. Ordinarily, we require experience of teaching in the UK or in a British International School so QTS is desirable but not essential with appropriate alternatives. If you are recently qualified, we are very happy to support you through the ECT programme and have extensive experience of doing this. We were, in fact, the first International school to be able to support teachers through their NQT year and have a well developed ECT programme in place already.



Guidance on video evidence submission

Whilst it is normal for prospective teachers to visit a new school and deliver a lesson, this is harder to achieve when you are in an international school setting, recruiting teachers from around the world.

We therefore ask applicants who are shortlisted for second round interview to submit video evidence of their teaching.

Please use the following guidelines to help you submit your evidence in advance of your face to face interview. The school will confirm the deadline by which they need to have received this video in order to progress your application.

We are unable to move candidates to second round interviews without evidence of their practice.

- we will ask shortlisted candidates to share a 10-15 minute video clip of them delivering a session to a class or group of pupils.
- More details will be shared in the email inviting candidates to interview
- The video is an opportunity to showcase skills, relationships and techniques that are typically used in the classroom

For safeguarding reasons we do not ask or expect to see children's faces or to know the names of the individual children.

As a Google school, we are only able to receive videos that are compatible with Google Drive.

The following video and audio formats are supported by Google Drive. Make sure the video you are going to upload to Google Drive is in one of the following formats. Newer video coder formats like HEVC, VP9, AV1 are not officially supported by Google Drive.

- WMV
- MTS
- OGG
- MPEG4, 3GPP and MOV files - (h264 and mpeg4 video codecs; AAC audio codec)
- AVI (MJPEG video codec; PCM audio)
- FLV (Adobe - FLV1 video codec, MP3 audio)
- WebM files (Vp8 video codec; Vorbis Audio codec)
- MPEGPS (MPEG2 video codec; MP2 audio)







King's College
The British School of Alicante

