



KING'S COLLEGE  
INTERNATIONAL SCHOOL  
BANGKOK

# Teacher recruitment pack







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# WELCOME FROM THE HEADMASTER

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## 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 people with strong values 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 and valuing people as individuals.
- Pro-active - as a new school we need people who will help to fix problems and help those around them to do the best possible job. We are a strong team and we need people who want to make us stronger together.
- 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.

Building 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 DEPUTY HEAD (SENIOR SCHOOL)

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### **Matthew Gibson**

BSc Biochemistry, PGCE  
King's College London

The education at King's Bangkok will always place our students at the centre of everything we do. Our aspiration is that every child will leave fulfilled, empathetic, internationally focused and prepared for the future. By ensuring that we have varied and broad academic and co-curricular programmes, students will be challenged to thrive in a range of challenges and disciplines. We understand that this is only possible if every student receives the requisite nurturing and support to maximise their potential. This is why King's Bangkok will replicate the ethos of King's College School, Wimbledon and make pastoral care the principal responsibility of the school community. Every member of staff and every student will demonstrate that kindness, humility and honesty are fundamental to everything the school does. I very much look forward to seeing King's Bangkok deliver a first-class education in a world-class environment and hope you will be excited to join us on this exciting journey.



## WELCOME FROM THE HEAD OF PRIMARY

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### **Helen Searle**

BA Hons, PGCE, MBA in Educational Management

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

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





## WELCOME FROM THE HEAD OF EARLY YEARS

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### **Raj Ladva**

BSc Psychology, PGCE Early Years  
NPQ Middle Leadership

Welcoming you to the beginning of your child's learning journey here at King's College International School Bangkok is both a privilege and a pleasure. The Early Years is where kindness, creativity and resilience are born, supported by a wonderful community of nurturing staff. All of us are here to support you and your children so that they have an incredibly positive start to their school experience.

In Early Years, our priority is play. Play is the 'work' of childhood. It is where we make connections, forge relationships and develop our critical thinking. Play is where we grow the seeds of kindness, good manners and wisdom for a lifetime.

During their play, your children lay the foundations for their future success at King's Bangkok. We are thrilled to have you joining our community and are looking forward to working in partnership with you.



## WHAT SETS KING'S BANGKOK APART?

Through our vision of “engage, inspire, extend” we develop well-rounded, confident and happy girls and boys 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 care;
- An extensive co-curricular programme which offers students 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 (CCAs) 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 Bangkok than this. We are proud, too, of three very special qualities:

- Our values of kindness, good manners and wisdom: focusing on more than academic excellence will allow us to have students whom people will recognise as alumni from our school. The students are 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 is situated in the prestigious Ratchada-Rama 3 area of Bangkok, with easy access to the financial district and the city centre. This central location provides excellent transport links and plenty of accommodation 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, China and Monaco to create our exceptional school. King's Wimbledon 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. This also gives us access to more professional development opportunities and trips and exchanges between the other schools in our network.

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:

- Spacious classrooms full of natural light
- Design and technology, Robotics and specialist science labs
- Art and music rooms as well as practice rooms for one-on-one music tuition
- A dance studio with sprung floor
- A multi-floor library and work space
- An Olympic-size salt-water swimming pool
- A second swimming pool for the Early Years students to learn to swim.
- An air-conditioned sports hall including running track and climbing wall
- A Dean and DeLuca coffee shop on campus
- A 600-seat auditorium, Concert Hall, and amphitheatre for performance
- Dining areas in the Early Years Centre and the Heart, central building
- A gymnastics centre, a state-of-the-art fitness room for staff and students

### Student

Our facilities put us amongst the best schools in the country, but it is our staff who will make us truly outstanding. At the heart of every school are the men and women who work 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.





# ABOUT KING'S COLLEGE SCHOOL, WIMBLEDON

## 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. We are also proud of the fact that 90% of our students achieve their first choice university as we want our students to find the right option for them and then pursue the subject that gives them the greatest happiness.

If you speak to the people involved with the school they will speak as much about values as they will about 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 end themselves in.

## King's College School, Wimbledon 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. 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. King's College School, Wimbledon 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."

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 College School, Wimbledon 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 students, as well as the outstanding support of teachers.



## THE MANAGEMENT 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. He helped to set up the co-curricular programme in RDFZ King's College School Hangzhou as well as taking charge of the international school. He leads the school and loves seeing his two daughters who are part of our Early Years.



**Helen Searle**  
Head of Primary

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.



**Matthew Gibson**  
Deputy Head (Senior School)

Matthew graduated from the University of Nottingham with a degree in Biochemistry and completed a Postgraduate Certificate in Education (PGCE) at King's College London. He joined King's College School, Wimbledon in September 2011, tutoring students and teaching Chemistry. As Head of Kingsley House, Matthew was a key leader at King's Wimbledon, responsible for the academic development and pastoral welfare of more than a sixth of the Senior School. In this role, he helped students from the time they joined the Senior School, through the difficult process of choosing GCSE, A level and university options, to life beyond school. As well as this, Matthew has been coaching rugby, football and cricket and has been extensively involved in the school's community partnerships programme.



**Rajeev Ladva**  
Head of Early Years

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.



**Simone O'Connor**  
Director of Co-curricular

Simone is an outstanding educator who is passionate about the power of co-curricular opportunities to develop young people for a changing future. She has worked in the UK, knows Thailand and its beautiful culture from her first spell here and has spent the last few years running the co-curricular programme in a leading school in Peru.



## OUR APPROACH TO TEACHING

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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 above 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 childrens' character as well as helping their academic progress, who inspire them and are constantly trying new ideas in the classroom.

Our students will study GCSEs and A levels and go on to leading universities around the world. We aim to produce students who have values and soft skills as well as having outstanding qualifications.

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 students 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 new 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 where appropriate
- Experience in an international environment
- At least three years' teaching experience

A note on personal appearance: our teachers will be rolemodels 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.







## WHY WORK AT KING'S BANGKOK?

**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 numeracy

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

- A 2-year contract
- A generous salary on the school's own scale which is based on that of King's Wimbledon
- 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, near to the school
- Medical insurance for you and your immediate family
- Up to two free school places at King's Bangkok for your children







## KEY INFORMATION BEFORE YOU APPLY

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- 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 16th 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.kingsbangkok.ac.th](http://www.kingsbangkok.ac.th) and [www.kcs.org.uk](http://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. Classroom teachers in Early Years to Year 6 have an assistant teacher (AT) who will be there to help support the children's learning. ATs will be fluent in English and Thai and 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 classes will have one nanny and reception classes will have one nanny between two classrooms. 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 and above, we aim for no more than 22 students.

### 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

For Early Years to Year 6 the class teacher is also the 'form tutor' and will be the first point of contact with parents and they will liaise with the specialist teachers whenever there is a concern or query. This person will see the students every day be best placed to understand them.

In the senior school students have a form tutor which sees them every day for notices and registration. They also have a house tutor who sees children twice a week to look after their pastoral welfare and academic progress.

As well as this, all teachers in Key Stage 1 and up 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?

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 above. 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), a club and an ECA each week.

### What ratio of Thai: international children do we expect?

We have no quota system and believe that a quota system would be against the fundamental principles of a UK style education. Due to our location the majority 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. We value teachers who have experience of working in a bilingual environment or have EAL experience.







## FAQS

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- 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 7:25 every morning so that they are there to greet the children. On Mondays all staff have a staff briefing at 7:15.
- All teaching staff meet at 16:00 - 17:00 every Wednesday for a staff meeting including CPD opportunities.
- All staff will contribute to duties and the co-curricular activities.
- There may be other events, such as parent meetings, outside of these times







## FAQS

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### 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 published on our website.





## 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 (Street food is even cheaper)	£1.50
A three-course meal for two at a mid-range restaurant	£20
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)

### 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.



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

### **Activities**

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

### **Cultural**

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







**King's College International School Bangkok**

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