



KS1 Teacher
(Maternity Cover)
June 2021 Start



WELCOME TO THOMAS'S CLAPHAM

Thank you for your interest in applying for the position of KS1 Teacher (Maternity Cover) at Thomas's Clapham.

This is an exceptional opportunity for a passionate, dynamic and inspirational candidate to teach a KS1 class in this vibrant, flourishing and forward looking prep school, where our children are excelling, a joy to teach, and very happy.

The successful candidate will be responsible for teaching a KS1 class, and working collegiately and collaboratively as part of the Lower School. You will be strongly supported to plan and provide an inclusive, innovative and inspiring learning environment in ways which are consistently challenging and enriching, and seizing every opportunity to celebrate every child's effort and achievement.

This is a great opportunity for an ambitious colleague to work in one of the most outstanding prep schools in the country. We are looking for a person who can quickly generate confidence and respect and who is capable of fostering highly positive working relationships with children, parents, and colleagues.

The successful candidate should be available to take up the position from Monday 7th June.

Phil Ward,
Headmaster



BACKGROUND & CONTEXT

Thomas's London Day Schools educates over 2000 children at four schools – Thomas's Battersea, Thomas's Clapham, Thomas's Fulham, and Thomas's Kensington, and in one kindergarten in Battersea. Thomas's Academy, formerly New King's Primary School, joined the Thomas's family of schools in September 2015.

Thomas's was founded as a kindergarten in a Pimlico church hall in 1971 by actress and mother Joanna Thomas. Six years later Joanna and her husband David founded a school for older children in response to the success of the kindergarten and a growth in demand for quality day school places in London. In 1977 the first Thomas's, initially known as Kensington Court Lower School, opened in Cadogan Gardens.

By offering an education for both boys and girls with high academic aims, along with a broad curriculum taught by energetic teachers, the school went from strength to strength. It eventually expanded and multiplied becoming a group of schools which is internationally recognised as a beacon of excellence in prep school education.

Thomas's Clapham opened in 1993 on the site of the former Clapham County Girls' School on Broomwood Road between Wandsworth and Clapham Commons. By then, Thomas's Kensington had opened in 1981 and the original Thomas's had moved to larger premises and become Thomas's Battersea in 1989. Thomas's Kindergarten had opened nearby in 1992.

Thomas's Fulham opened in 2004. Joanna and David Thomas retired from the active management of the group in 1999. Thomas's is now run by their sons Ben and Tobyn.

In September 2021, Thomas's will open its first senior school, Thomas's Battersea Square, taking pupils up to the age of 18.

There are currently 649 children aged from 4 to 13 on the roll at Thomas's Clapham which is the biggest school in the group. Demand for places at the school is considerable with most children arriving in Reception. Around 20 join in Year 7 from Thomas's Fulham. One class leave for London day and boarding schools at the end of Year 6. The majority stay until Year 8. Approximately 70% go on to boarding schools.

The school was recognised by Ofsted as Outstanding in each category in February 2018.

Phil Ward, who was previously Headmaster of Feltonfleet in Cobham for 12 years, retires in March 2021 after 9 years in post. He will take on a new role in April as the first Thomas's Director of Education and will be succeeded as the Headmaster of Thomas's Clapham by Nathan Boller. The Headmaster elect joins the school for a second time having served as the Deputy Head (Community and Welfare) before returning to Australia in 2016 where Nathan is currently the deputy head of the junior school to Melbourne Grammar School.



ETHOS

Thomas's Clapham is a modern and forward-looking school where respect for traditional values and love of learning create an environment where children can flourish.

It is a Christian school, open to children of all faiths and none.

The most important school rule, which applies to every member of the community, is to 'Be Kind'. The happiness of the children is the number one concern of all the staff. Every child is respected and their self-esteem developed through a sense of achievement whether academic, sporting, artistic or musical.

The school offers a broad and rich enquiry mindset curriculum covering a wide range of subjects and skills so children can start to identify areas of talent and interest and lay the foundations of a lifetime of learning in a rapidly changing world. By providing a positive and stimulating environment, boosted by their own hard work, the judicious support of their parents and the encouragement of their peers, children achieve the best possible academic results alongside a broad range of other skills.

CAMPUS & STRATEGIC DEVELOPMENT

Thomas's Clapham is housed in a Grade II listed building which was built between 1904 and 1908 as a girls' grammar school. Since opening in 1993, the campus has been greatly improved and updated. The facilities include a superb Drama studio and fully equipped theatre space. New classrooms and an Art, Pottery and Design Centre have been added as have outdoor learning areas including a garden dedicated to the teaching of Mindfulness.

There is a Masterplan for a significant refurbishment of the school campus and the majority of the work has been completed. Every teaching area has been fully refurbished during the past nine years and substantial progress has already been made on this during the past nine years. Planning

permission has been granted by the local authority for a substantial redevelopment of the ground floor.

Approaching 2025 is the current whole school strategic development plan which was launched in September 2018. It was the product of an 18-month long consultation with the whole school community. It embraces five key ambitions: A Rich Curriculum; Achievement and Attainment; Questioning and Thinking Skills; Contributing to the Community and Knowing and Caring for Everyone. Above all, it is a collective commitment to put children at the heart of the school's efforts to do everything possible to prepare them for the challenges of living and working in the mid to late 21st century.



THE LOWER SCHOOL

Thomas's Clapham is divided into three Areas, the Lower School, (Reception to Year 2), the Middle School (Years 3 and 4) and the Upper School (Years 5 – 8). Within a large and vibrant school, this allows the Head of each area of the school, and their staff, to tailor the curriculum specifically to the academic and pastoral needs of the children at each stage of their development.

Mrs Hannah Tongue is the Head of Lower School and is supported by a Deputy (Early Years Leader) and two Learning leads in KS1. The welfare of the children in each year group is overseen by Year Leaders. There are a maximum of 4 classes within each year group in the Lower School and staff support each other with planning, organisation and sharing areas of expertise.

ACADEMIC

Throughout the school, the approach to teaching and learning is exciting and progressive summed up in the principle Inspiring Learning. The National Curriculum is the starting point, but in each subject work is planned to stimulate and challenge. Change is eagerly embraced by colleagues and pupils who share a passion for learning and finding new and better ways of doing things. Creativity, thinking skills and instilling a thirst for independent learning are at the heart of approach. Continuous professional development is a strongly established culture within the school.

Lower School – structure and organisation

The children are in classes of no more than 21 in the Lower School, and stay with their form cohort for most lessons. The form teacher is responsible for teaching Mathematics, English, Understanding the World (Science, History and Geography) and Inspiring Living as well as overseeing the pastoral care of their form. The class teachers are supported by a team of Learning Assistants.

A revised curriculum was rolled out in September 2016, characterised by enquiry-based learning, and the teaching of a character skills programme called the 8C's which is woven into every aspect of the curriculum. A commitment to teaching Growth Mindset has instilled a positive and optimistic approach to learning, living and leading which has been very well received.

Children are encouraged to achieve the best academic results they can and consistently hit the heights.



CO-CURRICULAR

Whilst academic standards and expectations are very high, there is a strong emphasis on breadth with a vibrant co-curricular programme. The range of opportunities is extraordinary encompassing sport, art, drama, trips, tours, a dazzling array of clubs and, of course, music.

SOCIAL time was launched in 2017 which encompasses the school's commitment to global citizenship and community action. SOCIAL stands for Service, Outdoor, Community Involvement and Action Learning. It includes fundraising

activities and hands-on involvement with local charities where possible. The co-curricular side of the school also ties in with the principle of Inspiring Leading which encourages children to be their best selves and to develop leadership qualities by motivating others to do the same. Inspiring Leading is embedded throughout the school community. It promotes the virtues of a positive mindset and all that means in terms of optimism, specific praise and rewarding positive behaviour.

PASTORAL CARE AND WELLBEING

The emphasis on the wellbeing of the whole community at Thomas's Clapham is compelling. At the heart of the excellent pastoral care are the positive relationships which staff work tirelessly to foster. Class teachers and form tutors are supported by the Year Leaders who have broad responsibilities for the welfare of children in each year group. The Deputy Head (Community and Welfare) oversees pastoral care across the school and the Thomas's Clapham Welfare Team meets weekly to discuss concerns raised by pupils, staff and parents.

Wellbeing is actively taught in the time allocated to weekly Inspiring Living lessons. The bespoke curriculum includes elements based on six pillars including Relationships, Being Healthy and Staying Safe. It is taught on a Tuesday morning across the whole school and is followed by a church service at St Luke's which encourages further reflection.



JOB SPECIFICATION

The successful candidate for this post will be a qualified KS1 primary specialist with QTS or post graduate training relevant to the post, either experienced in, or trained to teach, a Year 1 or 2 class.

a. **Accountable**

- To the Head of Lower School.

b. **Responsible**

- For all aspects of teaching, learning and pastoral welfare to a Year 1 or 2 class.

c. **Key areas of responsibility**

- To fulfill all the usual duties and responsibilities of a KS1 form teacher.
- To promote high quality teaching and learning of the National Curriculum, providing clear structures for lessons which maintain pace, motivation and challenge.
- To teach general subjects, and support the teaching of specialist teaching (Music, Art, Drama, Computing, Language and Culture, PE and Games are taught by specialist teachers).
- To set high expectations for pupil behavior, establishing and maintaining a good standard of discipline within a positive and optimistic environment where well-focused teaching and positive, productive relationships are the norm.
- To ensure that the classroom is an invigorating environment for effective learning, embracing pupil's work on paper, display and in the general atmosphere created in the classroom.
- To plan effectively to ensure that pupils have the opportunity to meet their potential, taking account of the needs of every child.
- To write academic reviews and reports, and monitor and evaluate pupils' learning, liaising closely with the Year Leader, and the Head of Lower School.
- To develop open, easy and professional relationships with colleagues.
- To be accessible and amenable to regular parental contact, and develop open, easy and professional relationships with parents.
- To maintain and manage the physical resources in the learning area.
- To undertake supervisory duties, including school lunch, attend assemblies, and to cover for absent colleagues.
- To run an assigned weekly club.
- To help with the annual year group drama production.
- To attend staff meetings, School INSET, and attend professional courses to enhance teaching effectiveness and qualifications.
- To support and contribute strongly to the corporate life of the school (eg contributing material to newsletters, the school magazine, the web site, attending events etc).
- To fully implement school policies and practices.
- To comply with all Health and Safety requirements.



JOB SPECIFICATION CONTINUED

- To establish a safe environment that supports learning and where pupils feel secure and confident.
 - To contribute to the rich and varied extra-curricular programme.
 - To play a full part in the life of the School, including attendance at events as required by the Headmaster (eg parent teacher meetings, the Carol Service, Celebration and Farewell etc).
 - To play a full part in the life of the School.
 - To ensure the best possible practice.
- d. **Person specification**
- We want to appoint a qualified KS1 class teacher. A sense of humour, adaptability, a commitment to team work and a strong desire to make a difference are vital to our philosophy. A can do, will do attitude must be the driving intent of the successful teacher, allied to a sensitive and sympathetic approach to the overall role.
 - In addition to candidate's ability to perform the duties of the post, the interview will also explore the issues relating to safeguarding and promoting the welfare of children including;
 - Motivation to work with children and young people
 - The ability to form and maintain appropriate relationships and personal boundaries with children and young people
 - Emotional resilience in working with challenging behaviours
 - Attitudes to the use of authority and maintaining discipline
 - The Thomas's Clapham day is dynamic and busy, and we shall certainly look for, and reward, a strong commitment to the whole life of the school.
 - We would be delighted to welcome applications from colleagues currently working in the maintained sector. However, understanding our high expectations, a commitment to working very hard, and clear evidence that you are going to get fully involved in the life of this excellent school is paramount. You need not have worked in a prep school before, but you do need to understand and have empathy with the ethos and spirit of prep schools and independent education. You need to be in full sympathy with all that we are about.

TERMS AND CONDITIONS

A competitive salary and conditions are offered. The successful candidate will receive an iPad, a Thomas's waterproof and fleece lined coat to be worn for outside duties and events, and free school lunches.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with the Disclosure and Barring Service (DBS) and the Prohibited from

Teaching or Management lists.

The successful applicant will be required to complete a self-disclosure Medical Questionnaire.

The appointment is subject to satisfactory references and security checks, clearance from the DBS, proof of identity and qualifications and a medical report.



APPLICATION

A brief letter of application, curriculum vitae and a completed and signed application form, should be addressed to the Head of Lower School, Mrs Hannah Tongue, as soon as possible.

The Headmaster would be delighted to talk on the phone to any candidate who would like to know more about the post. He can be contacted either at the School by phone (020 7326 9301) or by email - pwdard@thomas-s.co.uk

Details of the post and application forms are available from Mrs Viki Stanton on 020 7326 9300 or email vstanton@thomas-s.co.uk.

The closing date for applications is **Friday 26th February** at 9.00am

Interviews will take place in the week commencing 8th March.

We are committed to safeguarding the welfare of children and young people and expect all staff to share this commitment and work in accordance with our child protection policies and procedures. All posts are subject to an enhanced DBS check.

This role falls within the category of regulated activity, therefore you will be required to have an enhanced DBS check and a barred list check. Should you receive any cautions or convictions whilst in our employment these must be reported immediately to your line manager.

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 and work in accordance with our child protection policies and procedures.

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she is responsible, or with whom he/she comes into contact will be to adhere to and ensure compliance with the school's policies at all times. If in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school, he/she must report any concerns to the school's Safeguarding Officer or Deputy

