



Kensington Park
SCHOOL

School Brief

Our School



Kensington Park School is a small coeducational day and boarding school which is set in the heart of cosmopolitan central London. Small class sizes ensure that we are a friendly, welcoming and academically purposeful school; where the individual can excel within a community; where pastoral care is paramount and the warm relationships between students and teachers are the heart of the tremendous achievements of our girls and boys.

We are passionate about enabling young people to fulfil their potential and students at KPS should be excited, challenged and inspired, as well as unconstrained by preconceived expectations. Our staff will support the development of each individual child so that students acquire confidence in their own ability and in the process discover their strengths, recognise their weaknesses and make the most of their talents.

The excellence of academic and co-curricular provision is at the heart of an outstanding education. Crucially this is only realised if they are inextricably bound together by strong community values. The community at KPS is centred on each individual and values such as kindness, moral integrity, responsibility and a sense of service. At KPS we will build the shared values of decency, harmony and trust within our community so that they will endure within individuals when they leave our school.

We are committed to preparing our students for the journey of life beyond Kensington Park School, which will be without the individual and focused support of teachers, tutors, pastoral staff, coaches and mentors. Transition through KPS is not simply 'more of the same', but rather it presents exciting new opportunities that stimulate aspiration, and in the process will ensure that the roots nurtured at each phase will provide confidence as they mature and ultimately give them the wings to fly when they leave. This is reflected in the twin sites that we operate with the Lower School at Bark Place and the Sixth Form at Queen's Gate.

The Lower School (Years 7-11) provides a wide-ranging and balanced curriculum where all children are educated in all aspects of learning – linguistic, mathematical, scientific, technological, human, social, physical, aesthetic and creative. It includes not only the formal requirements of the schemes of work in which children acquire skills in speaking and listening, literacy and numeracy, but also the extra-curricular activities that the School provides in order to enrich the children's experience. The curriculum is tailored to suit the aptitudes of all children including those with learning difficulties or particular talents and abilities. Students are taught personal, social, health and economic education within lessons, through tutors and the safeguarding and pastoral team; they receive first hand exceptional pastoral care.

The Sixth Form continues with the provision described above; providing students with an education that equips them with the appropriate learning and skills to enable them to achieve the qualifications necessary to proceed to their next stage of education. The school provides supportive guidance and advice enabling students to maximise their potential with regard to university admissions, whilst the curriculum and the co-curriculum work together to prepare students for the workplace in the best possible way before they leave.

From entry at either Year 7 or Year 9, students follow a broad traditional syllabus which includes English, Maths, the sciences, modern foreign languages (including Mandarin Chinese), Computer Science, Geography, History, Classical Civilisation, Religious Studies, Drama and Music. This is supplemented by four periods of sport each week. During Year 9, GCSE subjects are selected for study in Years 10 and 11. The core subjects, including Maths, English, a modern foreign language and the sciences, are studied alongside these free-option choices. Students will typically study 9 or 10 subjects at GCSE level. Moving to the Sixth Form, our students will generally select three A-Level subjects, in some cases a fourth may be added.





At Kensington Park School, it is our mission to excite, challenge and inspire each of our students so that they become life-long learners and outstanding young people. Each student is encouraged and expected to become a self-aware, confident, caring and independent young adult such that when they leave, they will be ready for the world beyond school: able to engage, lead, and shape their own future successfully.

We seek, through our aims list below, to offer an intellectually exciting environment in which students can learn and grow, but also have fun:

- **Values**

Our values underpin what we are and do, emphasising humility, kindness, responsibility and duty. We promote a positive approach to healthy living and responsible attitudes, including those linked to sustainable living, towards the wider community both at home and overseas.

- **Aspiration**

Each individual is supported and challenged to fulfil their potential which should be unconstrained by preconceived expectations – in short, to become the best possible version of themselves. Our students acquire confidence in their own ability and in the process discover their strengths, recognise their weaknesses and make the most of their talents.

- **Excellence**

When we use the label of excellence at KPS, we must be certain of one thing only – that each day it is the collective responsibility of the staff and students to ensure that our students achieve the best possible grades of which they are capable. Students should be ambitious, to achieve their best: in and beyond the classroom, in mind, body and spirit.

- **Community**

We are a small school with a close-knit community: everyone is expected to care for and to respect everyone else. We place great store by the strength of relationships: between students and between students and all staff. Pastoral care is at the heart of the School and with this comes a paramount commitment to safeguarding and the welfare of each and every student.

- **Learning**

To provide a modern curriculum which promotes intellectual curiosity and creativity, which fosters a love of independent learning. We encourage intellectual curiosity and provide countless opportunities to explore, develop and discuss ideas.

- **Independence**

We are one community but we celebrate and encourage individuality. Each student will be treated as an individual and developed as one. Diversity of interest, personality, background, and beliefs really matter. The intention is to equip students with the tools and self-efficacy to meet the challenges of the modern workplace and the global economy.

- **Inclusion**

The School is set in the heart of cosmopolitan central London and this diversity is reflected in our student body. We seek to be as inclusive as possible in all aspects of the School.

- **Personal development**

Students are encouraged to develop as individuals who know what they believe in and stand for. Part of this is the building of leadership - for some this will be with natural authority, for other this will be more quietly. All should gain increasing confidence to be themselves and to do the right thing - to stand up for what is right and set an example to others.

- **Partnership**

We are not a school in isolation and seek partnerships at home and abroad to share good practice, broaden horizons and develop a balanced and global perspective for all students.

- **Challenge**

Students should develop resilience and character: they must be stretched intellectually and physically, taking on new things, being exposed to risk and learning to fail as well as succeed with good grace and courage.



- **Culture**

Aesthetic appreciation is a fundamental part of a rounded education. Set in the heart of cultural London, students interact with art, literature, music and drama as part of their daily lives, learning to understand and engage with each.

- **Innovation**

The school is committed to delivering education in the most effective way, harnessing the benefits of technology and research.

- **Experience**

Breadth of experience is crucial. Within and beyond the School, students are able to involve themselves in a huge array of activities; whilst each will find their niche and specialism, all will equally benefit from breadth.

- **Enjoyment**

Above all things, education is to be enjoyed. This, we hope, stems from the environment which excites, challenges and inspires each individual, and the School, to achieve success.





Equal Opportunities

Kensington Park School is committed to promoting equal opportunities in employment for anyone with the right mix of qualifications and abilities, talent, personal qualities, skills and potential. Any employee and job applicant will receive equal treatment in line with the provisions of the Equality Act 2010. We welcome applications from candidates of diverse backgrounds and personal circumstances.

A detailed Equal Opportunities Policy is available on request from our Recruitment Team.

We offer to our employees:

- a competitive pay that is commensurate with the requirements of the role as well as with the candidate's experience and contribution they can make to our School community;
- complimentary lunches during term time provided by our exceptional catering partners;
- subsidised education at the School for their children (subject to usual entry requirements);
- support in training and CPD activities (terms and conditions apply).

Safeguarding the Welfare of Pupils

Kensington Park School is committed to safeguarding and promoting the welfare of children and young people and expect 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 employer and the Disclosure and Barring Service, as well as have due regard for the school's Safer Recruitment and Safeguarding (Child Protection) policies when applying for any position at the school.

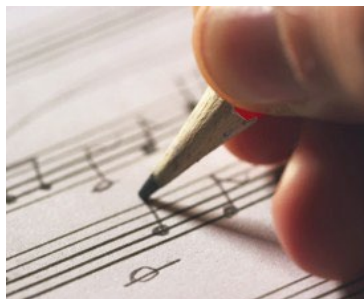
The School's Child Protection and Safeguarding Policy as well as Safer Recruitment Policy are available from our [website](#).

Recruitment of ex-offenders & Security of Disclosure Information

Kensington Park School meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 (amended 2013). Any convictions, cautions, reprimands or warnings must be disclosed to the School. Upfront disclosure of a criminal record may not debar a candidate from appointment. The School shall consider the nature of the offence, how long ago and at what age it was committed, and any other relevant factors. Certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers and cannot be taken into account.

Guidance and criteria on the filtering of these cautions and convictions can be found at the [Disclosure and Barring Service website](#).

All applicants who are offered employment will be subject to an enhanced criminal record check from the DBS before the appointment is confirmed. It is of fundamental importance to KPS to ensure, so far as possible, that those who take up appointments do not pose a risk to the children in our care.





Kensington Park

SCHOOL

Teacher of Sociology
(Part time 0.55 FTE)

January 2023

Closing date:
12 noon, Thursday 24th November, 2022



About the role

PART TIME TEACHER OF SOCIOLOGY

FROM: January 2023

Kensington Park School is seeking to appoint a highly qualified, inspirational and enthusiastic Teacher of Sociology to teach throughout the School – the ability to teach Philosophy or IELTS subject would be a significant advantage.

Kensington Park School is a co-educational independent school (11-18) situated in the heart of cosmopolitan London with a commitment to the principles of equal opportunity, diversity and inclusion. The School combines a rigorous academic education with an emphasis on developing the whole student by giving them a broad educational experience and strong pastoral care. The small class sizes ensure that a personalised and individual education is delivered to each student. The School has an extensive and thriving co-curricular programme to which a contribution will be expected.

The successful applicant will join a forward-thinking and high-achieving department and be committed to delivering genuinely imaginative, varied and challenging courses. Each year its leavers take up places at Oxbridge and other top universities in the UK, Europe, North America and around the world.

The salary will reflect individual experience. This post would equally suit an experienced classroom practitioner or an individual who is new to teaching. Kensington Park School has an excellent reputation for training staff through the Independent Schools Teacher Induction Panel (ISTIP).

Applications, which should include a covering letter addressed to the Headmaster and a fully completed Application Form, should reach the School no later than Thursday 24th November, 2022 at 12 noon.

Kensington Park 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 and the Disclosure and Barring Service.



Job description

Job Title: **Teacher of Sociology**

Reports to: **Head of the Social Science Faculty**

At Kensington Park School academic staff are expected to teach to the highest possible professional standards and support and uphold the ethos, aims and objectives of the School. All teachers must familiarise themselves with and adhere to the School policies.

Teachers at the School are excellent classroom practitioners who are able to enthuse their students and prepare them fully for examinations. Staff should be in sympathy with the boarding ethos and are required to contribute to the broader cultural life of the School.

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

You are expected to act in accordance with the aims, policies and administrative procedures of the School.

Key roles and responsibilities

The following duties shall be deemed to be included in the professional duties which you will be required to perform:

Teaching

- Be capable of teaching the subject(s) through to A level at Kensington Park School;
- Enhance the quality of teaching and learning in the curriculum area and wider School through sharing resources and good practice, lesson observation, collaborative teaching, mentoring and active participation in continuing professional development;
- Safeguard and promote the welfare of children;
- Support the School's aims and objectives for teaching and learning;
- Plan and prepare courses and lessons;
- Teach, according to their educational need, the students assigned to you; set and mark the work (including examinations) to be carried out by the students in School or elsewhere;
- Monitor and record pupil progress and achievement as per school policy; set challenging targets; ensure pupils requiring learning support have an Individual Education Plan and that their needs are being met; organise assessments and examinations as required; write reports as required;

Personal Tutor

All members of staff have an additional responsibility of being a Personal Tutor. Every Tutor is the main point of contact for pupils and has the responsibility of monitoring both the academic and pastoral development of every pupil within their group ensuring a positive communicative relationship with all parties involved in student welfare. Responsibilities include the day-to-day welfare of students, upholding School policies on attendance, behaviour and health and safety, including safeguarding. Specific responsibilities include:

- Take an interest in each tutee encouraging and challenging as necessary;
- In accordance with School registration procedure follow up pupil absence within your tutor group;
- Monitor pupil homework and planners;



Job description

- Monitor behaviour, progress and achievement and support pupils as required;
- Communicate effectively with parents including reports;
- Communicate effectively with senior and other staff; ensure that information with regard to tutees is passed on to the relevant staff;
- Communicate effectively with external agencies/guardians whose pupils are in your care
- Ensure that pupil files, portfolios and reports are in order;
- Support the delivery of Social and Emotional Aspects of Learning (self-awareness; managing feelings; empathy; motivation and social skills) and spiritual, social, moral and cultural education;
- Organise form assemblies.

Other requirements

- Have the utmost regard for Safeguarding at all times;
- Promote the general progress and wellbeing of individual students and of any class or group of students assigned to you.
- Provide guidance and advice to students on educational and social matters;
- Make records and reports on the personal and social needs of the students;
- Develop and maintain good relationships with parents actively involving them in their child's learning and the life of the school; ensure parents receive accurate reports and information and that parental meetings are well prepared and organised;
- Communicate and co-operate with persons or bodies outside the School;
- Participate in meetings arranged for any of the purposes described above;
- Accompany students on visits away from the School, and according to risk assessment;
- Provide or contribute oral and written assessments and reports relating to individual students and groups of students;
- Play an active role in the extra-curricular life of the curriculum area, including contributing to off-timetable clinics, extension programmes, seminars, competitions, trips, open days, and so on;
- Promote and market the school being prepared to share good practice; contribute to and lead on school events;
- Actively contribute to the staff duty rota, such as supervising breaks and lunchtime
- Take at least one after-school co-curricular activity per week and one lunchtime activity per week
- Make a positive contribution to the efficient running of the curriculum, including setting and marking examinations, invigilating mock and public examinations, assisting in moderation of coursework, attending curriculum meetings, and undertaking administrative and other tasks as delegated by the Senior Managers
- Ensure a stimulating environment; displays to be of a high standard and regularly changed;
- Contribute to school publications e.g. school prospectus, website;
- Prepare for Inspection;

Appraisal

- Participate in any arrangements that may be made for teacher review, work scrutiny, further training and development;
- Review from time to time your methods of teaching and programme of work;
- Participate in arrangements for your professional development.



Job description

Educational methods

- Advise and co-operate with colleagues on the preparation and development of courses of study, teaching materials and programmes, methods of teaching and assessment of pastoral arrangements.

Staff meetings

- Participate in meetings at the School which relate to the curriculum for the School or the administration or organisation of the School, including pastoral arrangements.

Public examinations

- Participate in arrangements for preparing students for and supervising them during public examinations and providing assessments.

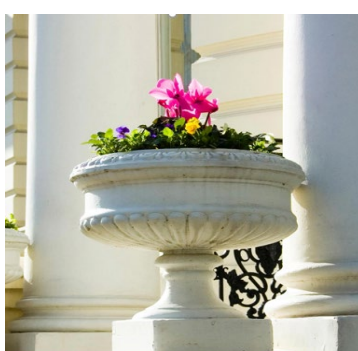
Administration

- Participate in administrative and organisational tasks related to such duties as are described above, including the management or supervision of persons providing support for the teachers in the School and the ordering and allocation of equipment and materials;
- Register the attendance of students and supervise students, whether these duties are to be performed before, during or after School sessions. (as well as a safeguarding measure, this is a legal obligation);
- Check work emails daily and ensure timely response to enquiries.

Child protection, discipline, health and safety and data protection

- Promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you came into contact. All employees of KPS must have due regard for safeguarding and promoting the welfare of children, ensuring compliance with school policy and DfE legislation: Keeping Children Safe in Education (September 2018);
- Maintain good order and discipline among the students and safeguarding their health and safety both when they are on the School premises and when they are engaged in authorised School activities elsewhere. All employees of KPS must have due regard for general health and safety, acting according to school policy and the Health and Safety at Work Act (1974);
- Enforcement of school policies, rules, health and safety guidelines, code of dress, behaviour
- Comply with the Data Protection Act 2018 (the UK's implementation of the General Data Protection Regulation, GDPR)
- Develop a positive and supportive relationship with pupils.

In addition to the professional duties outlined above, you agree to work flexibly supporting the Headmaster and Senior Leadership Team; and to comply with any reasonable request of the Headmaster or the Senior Leadership Team.



Candidate Specification



The ideal candidate will

- Have a high level degree in the subject they will be teaching
- Be able to teach to A level
- Be enthusiastic, confident and diligent
- Develop and maintain good relationships with students and colleagues
- Have an excellent understanding and awareness of Safeguarding procedures

Desirable Criteria

- QTS/PGCE
- Be able to teach to Philosophy or IELTS subject to A level
- Experience of teaching high ability students to Oxbridge entrance level
- Practical and innovative approach
- IT literate to support teaching and learning





Applications

An application form is available to download from the staff vacancy page of the school website: www.kps.co.uk, or by emailing vacancies@kps.co.uk

The closing date for applications is **12noon on Thursday 24th November, 2022**

Applications must be submitted in full by the advertised closing date for entries. Early applications are encouraged as they may be reviewed upon receipt and interviews may be scheduled in advance of the closing date.

A formal offer of employment will always be dependent upon receipt of satisfactory references. Where possible to do so the school will seek references prior to interview.

Details of at least two referees will be obtained, one of whom must be current or most recent employer. Qualification certificates (originals only) will be required at interview, as will proof of identity, right to work in the UK and domicile.

All applications should consist of a covering letter addressed to the Headmaster and a fully completed application form. Please note that CV will not be accepted nor will incomplete application forms.

Applications may be submitted by email or posted to the School.

School Contact Details:

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