



**Kingsford  
Community  
School**

An International School  
and Confucius Classroom

**Work With Us**



**Recruitment  
Brochure**



# WELCOME

## From the Head Teacher



**Ms Joan Deslandes OBE**  
Head Teacher

I hope you will consider applying to join our team of talented, dedicated staff, who are deeply committed to transforming the lives of young people. At Kingsford, every member of our community lives and breathes our ethos of aspiration, success and excellence. Staff find great reward in their work, knowing that they are preparing pupils to become conscientious global citizens who make a real difference in the world. Ofsted and other external reviewers have praised highly the school's outstanding professional development programme, which offers staff ample opportunities to learn and grow, both at home and abroad through international exchange programmes. I have had the great privilege of leading this wonderful school for more than two decades, and I hope you will consider joining our warm and inclusive community of kindness, where every person and every lesson count.



Staff and governors are deeply committed to their school and community. Staff said that leaders support them, provide high-quality development, and consider workload carefully.



# ABOUT OUR SCHOOL

Kingsford Community School is a truly inspiring place to work. Staff appreciate belonging to a warm and welcoming community. They passionately believe in the school's aspirational vision, and are motivated by the transformational impact that their teaching and learning has on young people's lives.

Kingsford Community School is a diverse and vibrant coeducational secondary school that offers a unique, international and transformational education to its 1500 pupils in the heart of Beckton, East London. It has made a significant impact on the prospects of young people, their families and indeed, the community since it opened in September 2000.

Through the school's International School and Confucius Classroom status, and supported by strategic partnerships that seek to raise standards at every turn, our pupils and staff enjoy a rich cultural exchange and exciting learning opportunities.

Pupils are inspired within the classroom by a challenging yet accessible curriculum, stimulating teaching, outstanding pastoral care and the best in modern facilities.

And yet the Kingsford learning experience goes well beyond the classroom, with exciting educational visits, international experiences, a varied co-curricular programme and community outreach projects.

Kingsford pupils are our best ambassadors. They are strong communicators, responsible citizens and ambitious achievers. As Ofsted have stated, "pupils' spiritual, moral, social and cultural development is outstanding. They develop into mature and reflective young adults who show a strong sense of responsibility and a genuine concern for others."

At Kingsford, the focus on developing positive character traits such as respect, honesty and integrity is vital to ensuring a safe and inclusive environment where every pupil can flourish.







Our academic results consistently improve due to our ambitious and dedicated staff, the hard work of pupils and the support of their parents. We celebrate a number of accreditations and partnerships that bear testament to our aspirational, forward-thinking ethos and commitment to academic excellence.

In recognition of our efforts to ensure that the school delivers an excellent, inclusive education to every single one of its pupils, Kingsford is a Teacher Effectiveness Enhancement Programme (TEEP) Ambassador School, an Inclusion Quality Mark Flagship School, a Challenge Partners School recognised as “Leading”, and an SSAT Leading Edge School recognised as “transformational” in the professional development strand of its Framework for Exceptional Education.

At Kingsford, we bridge the gap between independent and state schools, with pupils who take part in our Scholarship Aspiration Programme going on to enjoy fully funded scholarships at some of the best independent schools, boarding and day schools, at home and abroad.

Whilst we uphold traditional values of academic achievement and high standards of behaviour, we constantly respond to the changing needs of our pupils and the demands of higher education and employers. Our transitions to, within and from the school are carefully planned to ensure the best possible success for our pupils in their Post-16 education choices and beyond.

With over 70 languages spoken at the school, and 74% of the school speaking English as an additional language, Kingsford is a truly diverse, international and inclusive family of kindness. As an International School Award holder (top-level accreditation from the British Council), and recognised as the Best Confucius Classroom in the World, Kingsford is a truly international school. Kingsford pupils and teachers maintain close relationships with the Chinese Centre for Language Education and Cooperation (CLEC), the IoE Confucius Institute and Peking University Affiliated Middle School. Kingsford is a lead school for the Mandarin Excellence Programme, offering pupils a unique immersion experience and the opportunity to leave the school with the prestigious HSK level 3 proficiency certificate, and scholarships to continue Mandarin studies at top universities in China.







# Kingsford Community School

Aspire, Succeed, Be Excellent.

We regularly receive prestigious visitors, not only from here in the UK but from all over the world, with our pupils' warm international welcome leaving a lasting impression. The presence of a range of languages, cultures and religions has a role to play in our cohesive and vibrant learning environment where all members—pupils, staff and parents respect and value each other, feel safe and are motivated to learn and make a positive contribution to society.

Kingsford Community School boasts a rich and varied co-curricular programme, with a diverse range of activities offered to pupils at no cost before and after school and at lunchtimes. Everything from Coding Club to Orchestra Rehearsal, Enterprise to Film, Debating to Dance, the Combined Cadets Force to the Duke of Edinburgh Award, is designed to enhance our pupils' learning experience. As well as providing the opportunity for pupils to have fun and develop friendships with pupils in all year groups, our co-curricular programme is carefully designed to support pupils' academic, personal development and career ambitions, and also plays an important role in strengthening our community.

Through our co-curricular programme, pupils are encouraged to become self-motivated, independent and committed individuals who learn about the importance of teamwork and trying new skills.

Our sporting prowess is well established within Newham, London and the UK. Our budding football teams have been regular London Cup winners as well as being National Cup winners and finalists.

At Kingsford, we have high expectations of our pupils and staff, and encourage them to have high expectations of themselves. Our young people finish their secondary education as mature, confident and bright individuals who aspire and excel in all their endeavours and make a positive contribution to the world around them.



I receive help from a member of staff whenever I need it and I always get feedback on how good my work is and how to improve it. I am proud to be at Kingsford because the staff members are wonderful.

**Year 10 pupil**





# VALUES AND ETHOS



## Our Values

At Kingsford Community School, pupils are taught, motivated and nurtured to aspire, succeed and be excellent. We believe our pupils' potential to achieve is limitless and we provide them with the tools they need to thrive and excel as global citizens. We continually challenge our pupils to aim high, go further, and be the best they can be.

To support our pupils in this mission, we advocate and uphold the FIRST values:

- Focus – keeping your eye on the goal, academic and personal excellence
- Integrity – being honest and having strong moral principles
- Respect – being kind and supportive to yourself and others – treating others how you would like to be treated
- Self-Determination – taking responsibility for your actions
- Teamwork – working with others as together everyone achieves more

## Our Ethos

- Kingsford Community School is a place for excellence, achievement and progress.
- Kingsford is a place for equality.
- Kingsford is also a place for partnership.
- Kingsford is a place that transcends the classroom.





# THE APPLICATION PROCESS

Candidates should submit an online application through our TES application portal.

Applications will be considered on a rolling basis and early application is therefore encouraged. Any enquiries about the application procedure should be emailed to [recruitment@kingsford.newham.sch.uk](mailto:recruitment@kingsford.newham.sch.uk).

Candidates invited to interview may be asked to teach an observed lesson as part of the process. Further information on the observed lesson will be provided in advance of interview.

## SAFEGUARDING AND EQUAL OPPORTUNITIES

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

Any offer of employment will be subject to successfully completing preemployment checks, including an enhanced DBS disclosure, the receipt of satisfactory references, the school's pre-employment medical questionnaire, relevant original ID documentation and examination certificates.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess

their suitability to work with children. Kingsford is committed to ensuring that the recruitment and selection of staff is conducted in a manner that is systematic, efficient and effective and promotes equality of opportunity. Our full equal opportunities policy is available on the policies page of our website.







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