



King's High School

THE SUNDAY TIMES

**SCHOOLS  
GUIDE  
2019**

WEST MIDLANDS  
INDEPENDENT  
SECONDARY  
SCHOOL  
OF THE YEAR



**Boost Tutor in English, Maths and/or Science**

# A Message from the Head



I am delighted that you are taking the time to find out more about joining King's High – a remarkable school and a very special community.

I hope that this brochure conveys a sense of the inspiring and dynamic culture at our school and across our Foundation.

King's High is an extraordinary place, where we strive for excellence and to make a difference in our world. Our community strength lies in our relationships – between staff, pupils, parents, across our Foundation family of schools, our alumnae and partnerships with our local community.

King's High is an exceptionally vibrant environment in which to work with a forward-looking, innovative ethos. Our expert staff show exceptional commitment to our students both in the classroom and in their wider endeavours.

I very much hope that you will be inspired by what you discover about us and that you will wish to be a part of this exciting community; I look forward to receiving your application.

**Dr Burley**  
**Head Master**



# The School

Founded in 1879, King's High School provides independent, single sex, day education for approximately 780 girls aged 11 to 18. The school is renowned for its friendly and welcoming atmosphere and its strong reputation as a centre for educational innovation. It is founded on a distinguished academic tradition tailored to the individual needs of our students. We pride ourselves on the outstanding academic performance and broader creative and co-curricular passions of our pupils.

We value friendship, social responsibility, intellectual curiosity and creative thinking. Students are encouraged to follow their interests and excel in subjects they enjoy. Our aim is for our pupils to grow into happy, confident and compassionate young women with the ability to reason, analyse, learn independently and exercise strong judgement and leadership.

As we celebrated our 140th Year, the school moved into its stunning new home on the Foundation campus in September 2019, joining Warwick School and Warwick Preparatory School.

King's High School was shortlisted for Independent Girls' School of the Year 2020 and has further recently received the accolade of becoming a Tatler school.

[www.kingshighwarwick.co.uk](http://www.kingshighwarwick.co.uk)



Warwick Independent Schools Foundation comprises two schools: King's High with Warwick Preparatory School, and Warwick School. The Foundation is unique in the Midlands, offering co-education for our pupils aged 3 to 7, and single-sex education from age 7 onwards. This offers the best of both worlds for our pupils: teaching specifically tailored to their needs with extensive opportunities to collaborate outside the classroom.



# The Role

We are seeking to appoint an outstanding Boost Tutor to our King's Boost Programme, overseen by the Head of Learning Support.

The successful candidate will have excellent communication and people skills, a positive mindset, and be patient and understanding. They will be able to teach their subject confidently and understand how to support and extend students' learning accordingly.

Learning Support at King's is an active and forward-thinking department, and this is an excellent opportunity for an individual to join our innovative Boost Programme and the King's community. It is a particularly exciting time to be joining the School as we enjoy our superb new facilities at the Myton Road site.

The department benefits from the excellent links to the schools within the Warwick Independent Schools Foundation and the 'Warwick Group'; a group of independent HMC/GSA schools in the Midlands. The department currently consists of the full time Head of Department/SENCO, a part-time teaching assistant and several Boost Tutors. All work collaboratively to ensure that every student at King's can flourish and achieve the highest quality outcomes possible.



# Job Description

Reporting to the Head of Learning Support, the post holder is required to:

- Work with Head of Learning Support to plan targeted support students, and teaching accordingly
- Plan and implement engaging, innovative lessons that will help students access the curriculum
- Ensure that the highest standard of teaching and learning is maintained
- Demonstrate outstanding subject and curriculum knowledge
- Adapt individual or small group teaching to respond to the strengths and needs of all pupils, knowing when to differentiate appropriately
- Set high expectations which inspire, motivate and challenge pupils
- Ensure reliable and timely marking, giving pupils regular feedback, both orally and through accurate marking of their work
- Be responsible for pupils' progress and welfare within the teaching session
- Manage pupil behaviour effectively to ensure a good and safe learning environment
- Assess, record and report on the development, progress and attainment of pupils
- Make accurate and productive use of assessment, providing or contributing oral and written assessments, reports and references relating to individual pupils and groups of pupils via the Head of Learning Support
- Use relevant data to monitor progress, set targets and plan subsequent lessons
- Communicate and co-operate with persons or bodies outside of the school
- Manage departmental resources in accordance with the School's policies and procedures
- Undertake such training as may be reasonably required by the School to adapt to the changing requirements of the School or as may be necessary to fulfil the School's statutory or regulatory obligations
- Undertake mandated job-related training as required by the School
- Promote and safeguard the welfare of all children and young persons



# Further Details

**The Employer** is the Warwick Independent Schools Foundation.

## Salary

This is a casual position and the Warwick Independent Schools Foundation has its own salary scale and an hourly rate of £29.56 will be offered for this role.

## Staff Lunches & Parking

Lunches are provided, free of charge and staff are allocated a free parking space in one of several car parks on campus.

## Pension

Applicants will automatically be enrolled into the Teachers' Pension scheme.

## Child Protection

The school's Child Protection Policy is included in this pack. An interview will include questions about safeguarding children. The appointment will depend on satisfactory DBS clearance.

The Warwick Independent Schools Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any concerns should be reported accordance with the Foundation's Child Protection policy.

## Safeguarding

All staff are required to:

1. Adhere to the School Policy on safeguarding and undertake training as required;
2. Ensure the safeguarding and well-being of children and young people at the school, in accordance with School policies.

## Appointment Method

Interviews and lesson

## Appointment Timetable

### 14 March 2022

Deadline for submission of applications (on the standard application form)

### ASAP thereafter

Notification of outcome to short-listed candidates & interviews

## The Application Form

This must be completed in full before the application can be considered. Any discrepancies or anomalies in the information provided or issues arising from references will be discussed at interview.

If you have any queries about the completion of the form, please contact Mrs Sarah Norton (Head's PA) [s.norton@kingshighwarwick.co.uk](mailto:s.norton@kingshighwarwick.co.uk)

## Enclosures

- Job Description
- Equal Opportunities Policy
- King's High School Child Protection Policy
- Recruitment of Ex-Offenders Statement



# Person Specification

	Essential	Desirable	Method of Assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>A highly qualified graduate</li> </ul>	<ul style="list-style-type: none"> <li>Additional qualifications at a higher level</li> </ul>	<ul style="list-style-type: none"> <li>Contents of the Application Form</li> <li>Copies of qualifications</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Outstanding classroom practitioner</li> </ul>	<ul style="list-style-type: none"> <li>Teaching at all levels to A level</li> <li>Background of teaching with significant success</li> </ul>	<ul style="list-style-type: none"> <li>Contents of the Application Form</li> <li>Interview</li> <li>Professional references</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Ability to communicate effectively, in clear English, with colleagues, pupils and parents, including in written reports</li> <li>Effective behaviour management strategies</li> <li>Differentiation</li> <li>Ability to prioritise and make decisions</li> <li>Excellent time management and organizational skills</li> <li>Outstanding use of ICT in the classroom and to develop resources</li> </ul>		<ul style="list-style-type: none"> <li>Contents of the Application Form</li> <li>Interview</li> <li>Lesson</li> <li>Professional references</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Genuine interest in the craft of teaching and knowledgeable about teaching and learning</li> <li>Subject knowledge of the highest order</li> <li>Understanding of the factors that influence girls' learning</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of how to use Assessment for Learning to develop pupils into independent learners</li> <li>Up to date knowledge of ISI requirements for subject departments</li> </ul>	<ul style="list-style-type: none"> <li>Contents of the Application Form</li> <li>Interview</li> <li>Lesson</li> <li>Professional references</li> </ul>



<b>Personal competencies and qualities</b>	<p>A wholly professional attitude to include:</p> <ul style="list-style-type: none"> <li>• Commitment to high standards and achievement and to raising these standards</li> <li>• Commitment to own professional development</li> <li>• Support for school aims and policies</li> <li>• Ability to cope with pressure/workload</li> <li>• Tact and discretion, loyalty, flexibility</li> <li>• Adaptability, confident and dependable</li> <li>• Soundness of judgement</li> <li>• Time management</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate being articulate, presentable, co-operative, reliable, responsive with a “can do” attitude with good communication skills both on the phone and in person that allows effective communication at all levels</li> <li>• Creates good rapport with staff, parents and pupils</li> <li>• Ability to prioritise</li> <li>• Ability to organise self and work independently</li> <li>• Ability to listen</li> <li>• Ability to work in a team</li> <li>• Sense of humour</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Lesson</li> <li>• Professional references</li> </ul>
<b>Safeguarding Children, Young People and Vulnerable Adults</b>	<ul style="list-style-type: none"> <li>• A commitment to the safeguarding and well-being of children and young people at the school, in accordance with school's policies</li> <li>• A willingness to adhere to the school's policy on safeguarding and to undertake training as required</li> </ul>		<ul style="list-style-type: none"> <li>• Contents of the Application Form</li> <li>• Interview</li> <li>• Professional references</li> <li>• Successful DBS Clearance</li> </ul>
<b>Equal Opportunities</b>	<ul style="list-style-type: none"> <li>• Understanding of the requirements of Equality and Diversity</li> </ul>		





King's High School  
Warwick Preparatory School

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