



SOMERHILL

YARDLEY COURT
BOYS 7-13 YEAR OLD

SOMERHILL PRE PREP
GIRLS & BOYS 3-7 YEAR OLD

DERWENT LODGE
GIRLS 7-11 YEAR OLD

EYFS Teacher for Nursery or Kindergarten with EYTS/EYPS/QTS *Recruitment Pack*

Employment Status

Full time, term time

Required From

September 2024

Deadline for applications

25 April 2024

Interviews

3 May 2024



ABOUT US

A Message from the Headmaster – Duncan Sinclair

Ours is a very special school with a unique structure in this part of the world. We have a coeducational pre-prep of 200 boys and girls aged three to seven. At the end of Year Two, in the same way as for 'diamond model' schools, our girls join Derwent Lodge, (136 girls from Year Three to Six) and the boys join Yardley Court (250 boys from Year Three to Eight). Our pupils are, therefore, taught in single sex classes from the age of seven but very much in a coeducational setting. More details can be found on our website: www.somerhill.org

The school is based in a stunning Jacobean mansion, set in 150 acres of beautiful parkland. You will be hard-pressed to find a more glorious setting for a school! Somerhill is an estate just to the south of Tonbridge and is readily accessed by a slip road off the A21. We have excellent facilities including a multi-purpose sports hall, astroturf, new dining hall, indoor swimming pool complex and music centre built in 2014.

Ours is a mixed ability school. We have very bright and capable pupils and are one of the largest 11+ grammar school feeders in Kent. We also have a strong record of obtaining scholarships to top independent secondary schools, such as Tonbridge and Sevenoaks, at 11/13+. We also have boys and girls who find aspects of their learning more challenging and currently approximately 60+ pupils receive some measure of additional support.

When girls leave Derwent Lodge, many of them go to the Kent grammar schools and others go on to Sevenoaks School, Kent College, Walthamstow Hall, Mayfield, and other independent and state schools. Of the boys who leave Yardley Court at 11+ many go to the local grammar schools. For boys leaving at 13+, Tonbridge School is the most popular destination. Others join Sevenoaks School, Bede's, Eastbourne, Caterham, and Sutton Valence.

Whilst Somerhill has some 600 pupils, the division into three separate sections means that each section can tailor its teaching to best suit the children within it. Parents feel that they have the best of both worlds with small care and linked pupil/teacher ratios but with larger school facilities and social opportunities. They are very supportive of the idea behind a coeducational pre-prep leading to single sex prep sections, but within a mixed gender environment.

THE AIMS OF THE SCHOOL

At Somerhill, we set out to help each pupil achieve their best possible all-round development. Children discover themselves and develop their talents here, with the wholehearted support of our caring community.

Taking a holistic approach to education, we nurture academic, personal, spiritual, social, and moral growth, enabling our pupils to become confident, curious, resilient individuals going out into the world.

We encourage our pupils to work hard and take pride in their achievements, to think independently, to face up to challenges, to accept responsibility, to develop a broad range of skills and interests, and to show concern for others and the environment. To put it simply: we grow amazing people.

Somerhill Pre-Prep is our Section for 2 to 7-year-old girls and boys.

“High quality education in a happy environment. Teaching enables pupils of all abilities to make progress. It promotes exploration and independent learning and gives pupils confidence in their abilities.”

Independent Schools Inspectorate

Derwent Lodge is our Preparatory Section for 7 to 11-year-old girls.

“Excellent standards in lessons, in the scholarships and places gained at senior Schools. Girls work together exceptionally well and show considerable imagination, independence of thought and flair.” Independent Schools Inspectorate

Yardley Court is our Preparatory Section for 7 to 13-year-old boys.

“Pupils thrive in the atmosphere of hard work, enjoyment and effort. Their attitude to their work is excellent and they take pride in their achievements and the success of others.” Independent Schools Inspectorate

SOMERHILL PRE-PREP

Somerhill Pre-Prep is one of the three sections at Somerhill. It is co-educational, comprising of an Early Years department and Key Stage 1 department. There are approximately 230+ pupils, ranging in age from 2 1/2 to 7 years. There are currently just over 35 full and part-time staff, including teaching assistants, learning support teachers and specialist teachers. Somerhill Pre-Prep provides families the opportunity to start their child's learning in a school environment prior to statutory school age.

Our Early Years department comprises of three Preschool classes, our Saplings Forest School and four Reception classes. In Key Stage 1, there are four classes in Year 1 and four in Year 2. We are a mixed ability school and pride ourselves on developing each child to their full potential, both academically and socially. We have an outstanding teaching and support team, and our goal is to ensure pupils are offered a range of stimulating and engaging experiences to develop a life-long interest and enjoyment of learning.

HAPPY, CONFIDENT YOUNG PEOPLE

‘Pupils demonstrate excellent all-round achievement both academically and through their success in a wide range of co-curricular activity. They strive to do their best knowing they are supported and encouraged to have high expectations in this caring and happy school community.’ RATED EXCELLENT by ISI.

JOB DESCRIPTION

EYFS teacher – Full Time Nursery or Kindergarten

The school is seeking to appoint an Early Years Teacher who embodies early years pedagogy as the cornerstone of their practice, recognizing the profound value and impact of early intervention, particularly within the EYFS. Join our vibrant EYFS team on a full-time basis, where you'll assume a pivotal role as a class teacher in either Nursery or Kindergarten. Collaborating with a dynamic team in our Pre-school class, you'll spearhead the growth and development of our youngest learners aged 2 1/2 to 4 years old. We are in search of an individual deeply committed to nurturing young minds and delivering an excellent experience for our youngest learners, ensuring they receive the best start to their educational journey.

Within our collaborative framework, effective communication and the ability to forge robust relationships with families are essential. Your responsibilities extend beyond teaching to fostering trust and confidence within our community. At Somerhill, we prioritize the support and well-being of our staff, and in turn, we seek individuals who bring dedication, drive, and a genuine passion for their work. Join us in shaping the future of our young learners, where we cultivate an environment of kindness, drive, and excellence, with the welfare of children at the heart of all our endeavours.



Teaching and Learning Responsibilities:

- Prioritize the safeguarding and well-being of children as the utmost priority.
- Ensure the safety and welfare of children is paramount in all actions and decisions.
- Exhibit an excellent understanding of the Early Years Framework and children's developmental milestones.
- Maintain children's records, including observation, assessment, and tracking, sharing information with parents to support their involvement in their child's learning journey.
- Support the key workers in your team with their key children ensuring effective observation, assessment and monitoring of children's progress.
- Inspire and lead your team in developing a stimulating curriculum based on the Creative Curriculum assigned topic that meets the individual needs of each child, promoting their holistic development.
- Plan dynamic indoor and outdoor teacher-led and child-initiated continuous provision activities to support children's next steps in learning.
- Encourage creativity and innovation in curriculum development, fostering engagement and curiosity among both children and educators.
- Collaborate with team members to design learning experiences that cater to diverse learning styles and abilities, ensuring inclusive participation for all children.
- Liaise closely with the EYFS SEN teacher to promptly identify and address any learning needs, ensuring immediate intervention and support for children requiring additional support.
- Collaborate closely with parents to address any learning needs, fostering a strong home-school partnership for comprehensive support.
- Provide guidance and support to the key workers in your team in implementing curriculum activities effectively, promoting meaningful learning experiences.
- Foster a collaborative and supportive team environment where ideas are valued and creativity is encouraged.
- Ensure professionalism by promoting inclusivity and respect among team members, recognizing and appreciating the unique strengths they bring.
- Attend relevant staff meetings and engage in Continuing Professional Development (CPD) opportunities to enhance teaching practice, knowledge and skills.



- Genuine passion for working with young children and contributing to their development.
- Warm and nurturing demeanour, creating a safe and supportive environment for children.
- Strong interpersonal skills to build positive relationships with children, parents, and colleagues.
- Adaptability and flexibility to meet the diverse needs of individual children and the classroom environment.
- Patience and empathy to understand and respond effectively to children's emotions and behaviours.
- Creativity and enthusiasm to engage children in stimulating and enjoyable learning experiences.
- Excellent communication skills, both verbal and written, for effective interaction with children, parents, and staff.
- Organizational skills to effectively plan and manage classroom activities and resources.
- Commitment to ongoing professional development and growth as an educator.
- Dedication to promoting diversity, equity, and inclusion in the classroom and broader community.
- Manage time efficiently to meet responsibilities and deadlines effectively.
- Maintain professionalism while nurturing a supportive atmosphere in your classroom, embracing humour and kindness to create a fun and safe learning environment for all.
- Resilience and composure under pressure, ensuring smooth transitions and continuity in teaching and learning.
- Exhibits a strong sense of camaraderie and team spirit by readily stepping in to assist colleagues during challenging situations, promoting a collaborative and supportive work environment.
- Cultivates a collaborative and respectful atmosphere within the team, where humor and kindness are valued alongside dedication to achieving common goals.
- Display commitment to Somerhill's aims and ethos, contributing positively to the school community



Skills and Qualifications

- Qualified with Early Years Teacher Status (EYTS), Early Years Professional Status (EYPS), or Qualified Teacher Status (QTS).
- A minimum of four years' experience teaching in an Early Years setting.
- We would consider an experienced and exceptional Level 5 Nursery Lead Practitioner with a proven track record in their current setting.
- Not suitable for those seeking part time position or for ECT applicants.

Desirable qualifications or previous training.

(Somershill will provide training for the successful applicant if necessary.)

- Paediatric First aider.
- Level 2 Food Handling.
- Read Write Inc. trained or experience in its delivery.
- Trained in Talk 4 Writing or experienced in its delivery.

THE PACKAGE

Salary: Competitive, based on Somershill payscale

Closing Date for Applications: 25 April 2024 (Early applications recommended)

Interviews: 3 May 2024

Start Date: 1 September 2024

Reporting to: Head of Somershill Pre Prep and Deputy Head of Pre-Prep or the Early Years Lead.





EMPLOYEE BENEFITS



SUPPORT

Professional support through regular appraisals and CPD opportunities



SALARY

Competitive salary package, regularly benchmarked



COVER

Group life assurance



GYM MEMBERSHIP

Discounts to our local gym (Tonbridge School)



SPORTS ACCESS

Free access to our extensive sports facilities, including swimming pool on dedicated days



WELL BEING

A range of well-being activities including fitness classes, tennis, book club - all complimentary or at a reduced cost



EMPLOYEE ASSISTANCE

Access to a 24/7 employee assistance programme that offers lifestyle advice and well-being services



CYCLE

Cycle to work scheme



HEALTH

Flu vaccinations



PENSION

Pension and financial wellbeing workshops

Generous defined contribution pension scheme for staff and the option of TPS for teachers



LUNCH

Free hot lunches and refreshments including vegetarian options, bistro dishes and salad bar during term time



MODERN STAFF ROOM

Modern and friendly staff room facilities and a range of social activities for staff



REWARD

Staff recognition and reward opportunities



CAR PARKING

free



FEE REMISSION



INCOME PROTECTION

for teachers



CONDITIONS

Format of Applications

Formal applications will only be accepted via the official Somerhill Application Form which will be published alongside this pack. All completed applications should be sent to recruitment@somerhill.org. A tour will form part of the interview process. Our website provides a lot of information about us including a virtual tour <https://spark.adobe.com/page/NWmTWhbdpiUZE/>

Child Protection

All staff have a responsibility for promoting and safeguarding the welfare of children with whom they come into contact and are always required to adhere to and ensure compliance with the school's Safeguarding Policy Statement. If, in the course of carrying out their duties, a member of staff becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must immediately report their concerns to the Designated Safeguarding Lead. We are an equal opportunities employer, and we welcome applicants from all backgrounds. We celebrate the diverse backgrounds that make up our community and consider it important that people from a diverse range of backgrounds are represented in our setting.

Offer Conditions

Somerhill is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be offered the role conditionally, subject to the satisfactory completion of a number of background checks including but not limited to an enhanced DBS check with Children's Barred list check, the taking up and verification of references, and the verification of career history and medical fitness to undertake the role. The complete list of required checks will be provided to the successful candidate.

Note

This job description is not intended to be a comprehensive statement of procedures and responsibilities, but instead sets out the principal expectations of the school in relation to the post holder's professional responsibilities and duties. We are looking for an individual who is adaptable, flexible, and willing to carry out the wide range of duties that are likely to be required to make a success of this role. We reserve the right to appoint at any time during the recruitment process and encourage early applications.

Health and Safety

Under the Health and Safety at Work Act 1974 and subsequent legislation, the school is obliged to provide you with a workplace and working conditions which, so far as is reasonably practicable, are safe and without risk to health. You are required by health and safety legislation to take reasonable care for your own health and safety and for the health and safety of others.

Further Information

If you require any additional information, please do not hesitate to contact the Headteacher for a confidential conversation or for general queries Jess May at recruitment@somerhill.org.

