



KINDERGARTEN TEACHER (KS1)

Full time position
Information for Candidates

www.gadshill.org

An opportunity to work in an ambitious primary-age department within an exciting 3-16 independent day school. Our close-knit teams of Kindergarten and Junior School teachers deliver a SATs-free curriculum to small classes, drawing inspiration and well-being from our beautiful, leafy setting in the grounds of the home of Charles Dickens.



The Gad's Hill Curriculum

Gad's Hill is an independent day school for boys and girls aged three to sixteen years, located near Rochester, Kent. Based within the former home of Charles Dickens, the School is ideally situated with easy access to the M2 motorway and high-speed rail connections to London. The School combines modern facilities with timeless values. The Lower School occupies purpose-built accommodation opened in 2013. The Upper School occupies Charles Dickens' former home, along with a range of other buildings including accommodation for specialist and practical subjects. At the present time, the School has about 390 pupils on roll and employs around 90 staff, approximately 40 of whom are qualified teachers.

Our Mission

Our mission is to enable our students to enjoy school, to achieve good academic qualifications and to develop those personal attributes and qualities which will guide them on their journey through life.

Our Vision

Our vision is to be the first choice independent school for families in Kent who value a well-rounded education for their children. It is our intention that our pupils leave Gad's as confident, mature, articulate, pleasant and self-reliant young people who are well equipped to enter the world through a university education or career of their choice.

Our Values

We value **excellence**, **enthusiasm**, **friendship** and **success**. These attributes underpin all that we do. Our mission, vision and values are shaped by our commitment to educate children holistically, as articulated by our school motto: *"First to thine own self be true"*.

Our Ethos

We believe that children do well when they are happy at school and at Gad's we pride ourselves on providing a friendly environment, where enthusiasm and hard work are the foundations for achieving success.

There is more to life than exam results alone and while Gad's enjoys the reputation of receiving good GCSE results this is not our sole focus. We want to offer our pupils a foundation in life, working with them to become confident, motivated and articulate young people ready for the next stage in their education and life beyond.

Structure and Nomenclature

The School is structured as follows:

Section	Year Name	NC Year
Kindergarten	KN	Nursery
	KR	Reception
	K1	Year 1
	K2	Year 2
Junior School	J3	Year 3
	J4	Year 4
	J5	Year 5
	Lower Shell	Year 6
Senior School	Upper Shell	Year 7
	Lower 4 th	Year 8
	Upper 4 th	Year 9
	Lower 5 th	Year 10
	Upper 5 th	Year 11

The Gad's Hill Curriculum



Our History

Gad's Hill Place is world-famous as being the former home of author Charles Dickens, who lived here from 1856 until his death in 1870. It is here that he penned his classic novels "*Great Expectations*" and "*A Tale of Two Cities*".

In the 1920s Gad's Hill Place was converted into a school for girls and in September 2001 the school became fully co-educational, admitting boys throughout. Gone, however, are the days when the school could be housed solely in an 18th century country manor house. In recent years the School has developed the site, against the backdrop of the historic house. After a lengthy process, planning consent was finally secured in July 2010 to develop entirely new accommodation for the whole School.

Phase I (built) is the Kindergarten and Junior School along with a number of whole-school facilities. Phase II (not yet under construction) will be new accommodation for the Upper School.

The Present

Our new building is now the established home of the Lower School (Kindergarten and Junior), along with a number of facilities used by pupils of all ages: a music suite, sports hall, assembly hall and catering and dining facilities. These facilities provide future generations of pupils, aspiring sports stars, budding young musicians and actors with the resources that they need to thrive and excel.

The Future

We have recently completed formal pre-application consultation with Gravesham Borough Council on a proposed project that will see the demolition of a mix of buildings erected through the School's history, and the construction of a new Upper School. Once the new Upper School is complete, we hope to see the historic house used as a heritage and educational resource, celebrating the life and work of Charles Dickens.



The School

Gad's Hill School operates as three distinct departments within one school. The Kindergarten takes children from age three in our Nursery through to Year 2. Here, alongside the foundation in literacy, numeracy, sciences and humanities, there is a strong emphasis on play, physical education, music and drama with all pupils performing in a number of short productions each year. The school places particular emphasis on communications and therefore pupils from Reception upwards receive twice weekly lessons in Spanish and also ICT.

The Junior School is two-form entry from Years 3-6. Our Junior pupils receive a high proportion of lessons with subject specialists; in particular Modern Languages (Spanish), DT, Computer Science, Art, Music, Science & Games. By Years 5 and 6 nearly all lessons are delivered by specialist tutors. In sport our students have the opportunity to represent the school in fixtures against other schools.

Our school is located geographically within a selective secondary system and historically many of our pupils would leave to attend grammar schools at the end of Lower Shell (Year

6). However, in the last few years, the growing success of our Charles Dickens Scholarship Award, providing financial assistance to the most able pupils from our own Junior School and many from the wider community, has resulted in the development of highly capable and aspirational cohorts at Key Stage 3. Our strength is to make the most of our small class sizes and supportive atmosphere to add significant value to every individual.

The Upper School generally has a two-form entry. The curriculum is relatively broad, with all pupils taking a spread of subjects including Art, DT, Food & Nutrition, Spanish, Computer Science, Music and Drama. Students choose a range of options at the conclusion of Year 8. They follow a core of Maths, English (Literature & Language), Separate or Combined Science and CCF (comprising BTEC Teamwork & Personal Development and Institute of Leadership & Management diplomas). As options they may choose from History, Geography, Spanish, Art, Food & Nutrition, DT, Computer Science, Music, Drama and PE, and in recent years we have supplemented these options with Psychology and Statistics exam courses for our increasingly able cohorts.

At present there is no sixth form education at Gad's Hill and pupils currently depart for local schools, colleges or other independents. In the last year we have partnered with the University for the Creative Arts and several of our leavers have commenced Extended Diploma courses with them.

The school operates a good number of after school activities and would welcome new additions to the extra-curricular programme.



The Ethos

The Headmaster, Mr Paul Savage, was appointed in August 2018, having previously occupied the role of Head of Seniors. His vision is to provide generations of pupils with all the opportunities and individual care and guidance that an independent school can provide, but underpinned by a passionate commitment to the evaluation and refinement of quality teaching and learning, based on the latest educational research.

The school achieves good academic results with the vast majority of pupils leaving Gad's to attend their first-choice sixth form destination. In 2019, we enjoyed a 100% pass rate in GCSE Maths and several option subjects, 93% in Science and 83% in English Language.

Gad's is not an academic hot-house. We place a priority on our children enjoying school and one way in which we do this is to ensure that there are ample opportunities to experience drama, music, competitive games, swimming, trips, visits and CCF to keep our children occupied, challenged and inspired. Most of these things never appear in a league table but we believe that by ensuring children enjoy their time here they are much more likely to contribute in all aspects of their school life and this benefits the academic side too.

At Gad's we pride ourselves on being a small friendly school, where academic success is valued along with the recognition that there are many other attributes which a good school will offer to best prepare a child to live their lives. The joy and agony of team games, the discipline

and concentration of learning an instrument, the confidence and challenge of performing to an audience, the awareness of the complex world around them, the care and concern for others and the opportunity to shape their destiny.

Our Curriculum Intent

Gad's Hill School's One Curriculum is an ambitious and challenging curriculum for a child's educational journey from 3 to 16. It is designed to deliver strong outcomes in a broad range of GCSE subjects and other valuable areas of achievement, allowing leavers to progress to their first choice of further study and equipping them with the teamwork, independence and leadership skills necessary for rewarding careers and adult life.

The One Curriculum covers issues of critical importance on a global scale, as well as reflecting the rich history and cultural diversity of Medway, Kent and the South East of England. The curriculum favours opportunities to make learning enjoyable and incorporates significant opportunities for speaking and listening to produce articulate and thoughtful young people who are capable of empathy for others and keen to serve their community.

The curriculum allows for learning to be supportive and personalised, taking advantage of the high levels of expert guidance within each classroom, while still offering excellent value for money in its delivery. Through the school's curriculum, children learn how to look after their own wellbeing and develop compassion for the wider world.

The Purpose of the Role

As we continue an exciting phase of growth and expansion, Gad's Hill School requires a talented and passionate primary school teacher to join our team and to teach children within our Kindergarten department (KS1)- although our teachers understand that over time they may be deployed across Key Stages (EYFS/KS1/KS2) as required.

In our school, all children are nurtured and educated as individuals. Teachers know the children well and enjoy wonderfully strong relationships with their classes. As well as teaching core primary subjects to a high standard, you will be required to demonstrate exceptional Form Tutor abilities, including maintaining behaviour through our reward systems, providing pastoral care and tracking individual academic progress. You will be able to communicate effectively with parents via email, telephone and face to face.



Our children are encouraged to take part in after-school clubs provided by all teachers. Additionally, teachers are required to attend some evening musical performances to assist with pupil supervision, pupil social events run in conjunction with our excellent parent helpers, whole school evening events such as Prize-giving and Carol Concerts and to also attend the evening performances such as our Junior Production.

Key Accountabilities

- Provide effective and efficient teaching so that pupils learn and make good progress, including quality planning, preparation, marking, recording data, schemes of work and differentiation.

- Maintain an awareness of curriculum, educational, social and welfare issues at school, in Kent/Medway and nationally to ensure that the curriculum, programmes of study and teaching methods are up-to-date.
- Communicate with pupils, parents and other stakeholders as necessary to keep them informed of progress and developments.
- Meet published deadlines with respect to assessment data, marking & recording, reports, registration/attendance data, schemes of work, planning or any other tasks, to ensure that pupils, parents and the school are kept informed of progress and that the school has data available to track performance.
- Undertake supervisory duties out of the classroom in order to maintain pupil safety & welfare.
- Perform Form Tutor duties in order to support the pastoral development and welfare of pupils.
- Enhance learning opportunities for pupils using events (e.g. assemblies, plays, after school activities or clubs, subject revision sessions, visits, debates, parents' evenings etc.) to extend pupil learning experiences.



Essential Qualities

- An excellent teacher with very good relationships with students.
- A strong practitioner of primary Maths and English and the ability to teach other core subjects to a high standard.
- Committed to the highest expectations of students and their learning.
- High personal standards of meeting expectations, organisation, paperwork, etc.
- An excellent and effective communicator.

- Able to use data appropriately to monitor and inform planning.
- Able to demonstrate a commitment to ongoing CPD.
- A passionate leader of learning keen to share good practice and innovative ideas.
- Able to maintain excellent standards of professionalism.
- Committed to safeguarding and equality.
- Able to collaborate with colleagues in all phases of the school to develop creative solutions.

Essential Qualifications

- Bachelor's Degree
- Professional teaching qualification

Desirable Qualifications

- Evidence of continuing and relevant professional development.

The Process

Completed application forms are to be received either via TES or by **email** to the Headmaster, Mr Paul Savage, via his PA, Mrs Tracy Barker: t.barker@gadshillschool.org.

Completed applications must be received by the School no later than **10am** on **Thursday 2nd May 2024**. Please note that if you do not receive an acknowledgement of your emailed application by this time **please contact the School as a matter of urgency as you should assume your application has not been received**.

Interviews will be held at the School in the week commencing 6th May and it is hoped that the selected candidate will be able to commence employment from the start of the Autumn Term 2024 (Tuesday 27th August).

Gad's Hill is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. All posts are subject to enhanced Disclosure & Barring Service checks (DBS) and pre-employment checks will be undertaken before any appointment is confirmed. An

overseas police check will be required by candidates who have worked or resided outside of the UK in the last 5 years.

Key Details

Contract: Permanent; **Full-time or Part-Time Salary:** Gad's Hill Scale (currently between £29,046 and £43,965 for full-time posts)

Hours: Teaching staff are required to be present on-site from 8.30am-5pm Monday to Friday in term time, plus to attend some evening and weekend events as the Headmaster may reasonably require.

Start Date: Autumn Term 2024 (27th August 2024)

The Benefits

As an independent school – working without some of the curriculum and other constraints of the maintained sector - we have a slightly longer school day but enjoy a generous 16 weeks of school holidays.

An attractive setting, small class sizes and polite, friendly children with high standards of behaviour make for a hugely rewarding place to work. Parking is provided on-site and a free, home-cooked lunch is available each day in term time.

Children of all staff receive significantly subsidised education at Gad's Hill (fee assistance of up to 85%), subject to our policy and standard entry requirements.

And Finally...

We thank you for your interest in this exciting opportunity, and look forward to receiving your application.