



# Recruitment information

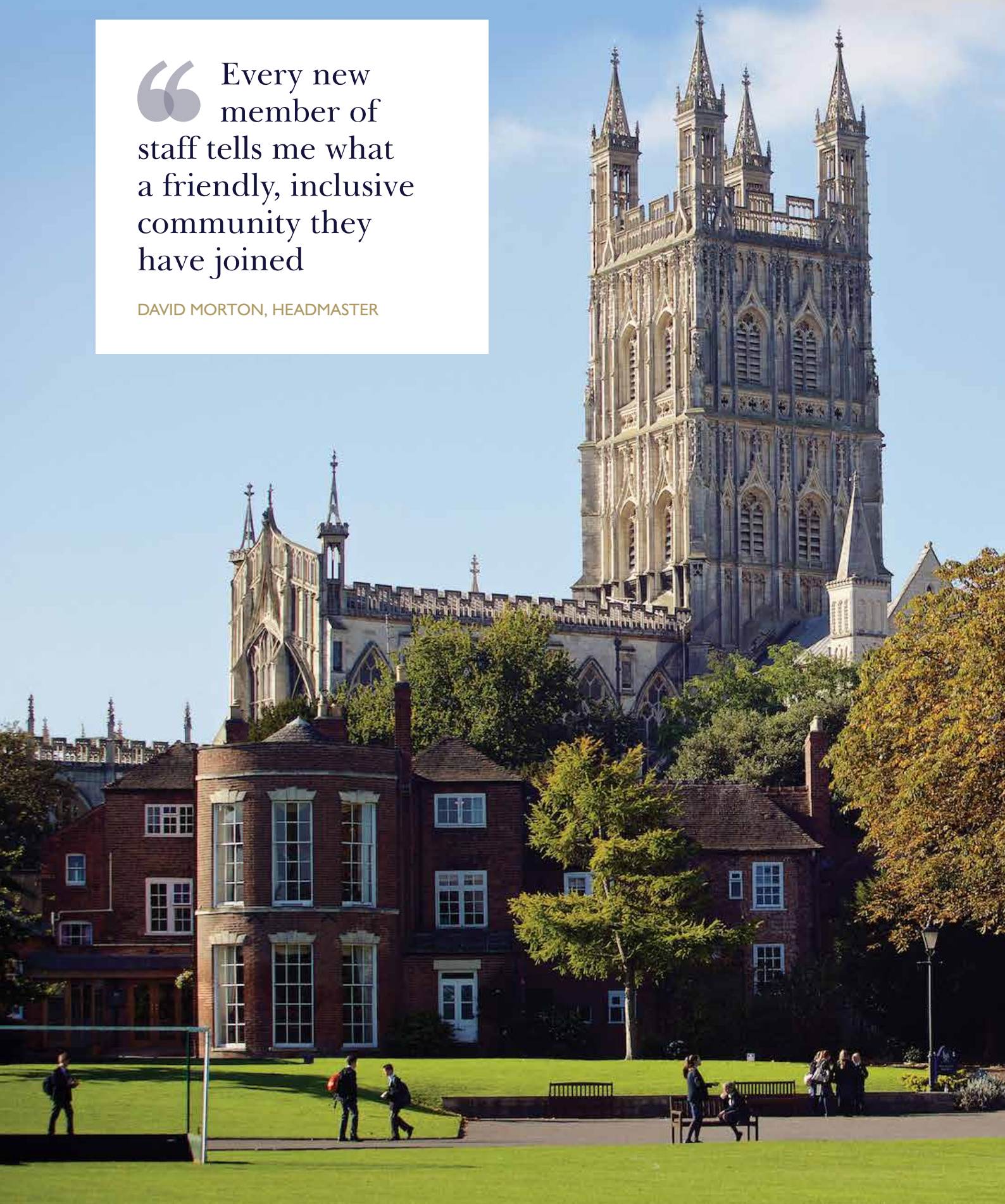


**KING'S**  
**GLOUCESTER**

Independent Day School  
Girls & Boys 3-18 Years

“ Every new member of staff tells me what a friendly, inclusive community they have joined

DAVID MORTON, HEADMASTER



# Welcome to King's

The King's School is a leading HMC co-educational day school. The School was founded in 1541 by King Henry VIII and has a rich, vibrant history. Today, the School is thriving as it seeks to prepare its pupils for the rapidly-changing world which lies ahead. King's has a deserved reputation for achieving a careful balance of academic excellence with outstanding pastoral care and a wealth of co-curricular opportunities outside the classroom. The School educates pupils aged 3-5 years old in Little King's, aged 5-11 years old in the Junior School, and from 11-18 years old in the Senior School. King's offers a unique blend of Christian values, a commitment to remain a medium-sized school with small class sizes, and a clear focus on supporting the individual needs of each pupil.

With a record school roll and a 5-year Strategic Development Plan outlining the improvement priorities, the School is well-placed to develop further in the years ahead. Recent capital development projects have included the launch of a brand new All Weather Pitch, as well as the opening of a new Music School.

We were delighted to be voted Gloucestershire's 'Independent School of the Year' for 2020 and 2021, and to be Highly Commended in 2022, 2023 and 2024 – an accolade which reflects the hard work of all staff.

The re-developed Sixth Form Centre opened in January 2021 - this is undoubtedly the jewel in the crown of the School campus. This stunning facility carefully blends the restoration of features dating back to C13th, with modern classrooms, a café and social spaces, as well as beautiful, bespoke artwork.

Situated in the heart of Gloucester, the School buildings are intertwined with those of the Cathedral. The School boasts one of the oldest classrooms in the world, as well as recently updated science laboratories and a newly refurbished Art Department. The nearby Archdeacon Meadow sports ground offers sports pitches, a spacious, well-equipped Sports Hall, a state of the art All-Weather Pitch, tennis and netball courts, as well as use of a gym and swimming pool. The Junior and Senior Schools share most facilities and the inclusive nature of King's gives a friendly, purposeful, family feel to the community.





# An inspirational, pupil-focused school

The School has high academic aspirations whilst supporting pupils across the full academic ability range. King's celebrated outstanding GCSE and A Level results in 2024, whilst Value-Added scores are consistently excellent every year. This arises out of the School's ability to treat each pupil as an individual and is a reflection of the mutual support and respect which exists between staff and pupils. This is aided by small class sizes, with no class being larger than 18 and many being much smaller. The School's diverse and stimulating Academic Enrichment programme offers opportunities to hear visiting expert speakers, to take part in fascinating workshops and to visit nearby organisations such as universities and businesses. Recent academic trips have included visits to Berlin, USA, China and Italy. The broad curriculum includes subjects such as Business, Computer Science, Psychology, Art (Fine Art, Photography, Textiles and Ceramics), Theatre Studies, Latin, Greek and a BTEC in Sport.

With its strong choral traditions, the School has a very active Music Department. Drama and Dance are also outstanding, with regular productions holding a deserved reputation for achieving the highest professional standards. The School is remarkably successful in sport; fielding teams in sports such as rugby, cricket, netball, tennis, athletics, hockey, rounders and equestrian. Co-educational since 1969, King's offers sports such as cricket, rugby and football to both boys and girls. In recent years a large number of pupils have achieved county and national honours in a range of sports, although the School's sporting ethos is chiefly about inclusion and participation at all levels and abilities. The School also has a flourishing programme in the Duke of Edinburgh's Award Scheme and in 2019 some of our Sixth Form pupils travelled to Northern India for trekking, community service and cultural exchange. Overseas links are strengthened by partnership with schools in Dornakal, India.

New members of staff frequently comment on the warmth and friendliness of the School community. There are over 200 staff at King's and it is an important principle that all staff are equally valued. In times of increased stress and workloads for teachers, King's is a place where staff wellbeing is at the heart of the daily running of the School.

In the 2022 Regulatory Compliance Inspection by ISI the School was proud to be declared 'excellent in all areas', with inspectors struggling to find areas to recommend for improvement.

Further details about King's can be found on the School website and social media.



I would like to take this opportunity to thank you for giving me back my spark. At King's you're actually allowed to teach and everyone is treated as a professional.

# Our Ethos

This Ethos is delivered to our pupils through our 'Values and Expectations' in the Senior School and through our 'King's SMART' approach in the Junior School.

THE KING'S SCHOOL IS A DISTINCTIVE COMMUNITY. WE ARE:



## A HISTORIC CATHEDRAL SCHOOL

Re-founded by King Henry VIII in 1541, the School is a Christian community with close links to Gloucester Cathedral, including the education of the choristers. We welcome pupils of all faiths and of none.

## AN INDEPENDENT, CO-EDUCATIONAL DAY SCHOOL

We believe boys and girls can (and should) learn together, as they do beyond the school. We value families: our pupils enjoy time at home as well as at school. We are proud to be independent from ever-changing government regulation.



## A MEDIUM-SIZED SCHOOL WITH SMALL CLASS SIZES

We offer an impressive range of academic subjects and opportunities, yet our distinctively small classes allow teachers to focus on each individual pupil.





## A PUPIL-CENTRED, INSPIRATIONAL SCHOOL

Our outstanding pastoral care, broad academic curriculum and superb range of co-curricular activities inspire each pupil to discover their flicker of talent, through our Keystones approach, and to develop that talent to its full potential.

## FORWARD-THINKING IN OUR EDUCATIONAL PHILOSOPHY

A school with notable historic associations, we will continue to focus on the future, preparing our pupils for the rapidly-changing world ahead.



## DELIVERING AN EDUCATION OF CHARACTER

Pupils focus on the skills and characteristics required for future success, both at a personal level and for the wider community.





# Application and recruitment process

## EXPLANATORY NOTE

### GENERAL

The King's School, Gloucester is committed to ensuring the best possible environment for the children and young people in their care. Safeguarding and promoting the welfare of children and young people is our highest priority.

The School aims to recruit staff who share and understand our commitment.

All queries on the application form and recruitment process should be directed to [recruitment@thekingsschool.co.uk](mailto:recruitment@thekingsschool.co.uk).

### APPLICATION FORM

Applications will only be accepted from candidates completing the School or Tes Application Form in full. CVs will not be accepted in substitution for completed Application Forms.

Candidates should be aware that all posts in the School involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Please see job description for the post.

Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as 'spent' must be declared.

The successful applicant will be required to complete a Disclosure form from the Disclosure and Barring Service for the post.

If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any enquiry or disciplinary procedure. If you are not currently working with children but have done so in the past, that previous employer will be asked about those issues.

Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children.

You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if you have been appointed and referral to the police and/or DCSF Children's Safeguarding Operation Unit are also likely.



## INVITATION TO INTERVIEW

If you are invited to interview, this will be conducted in person and the areas which it will explore will include suitability to work with children.

All candidates invited to interview must bring documents confirming any educational and professional qualifications that are necessary or relevant for the post (eg the original or certified copy of certificates, diplomas etc). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained by you from the awarding body.

All candidates invited to interview must also bring with them:

1. Any two of: current driving licence including a photograph, and/or a passport, and/or a full birth certificate;
2. A utility bill or financial statement showing the candidate's current name and address;
3. Where appropriate any documentation evidencing a change of name;
4. Where appropriate, proof of entitlement to work and reside in the UK.

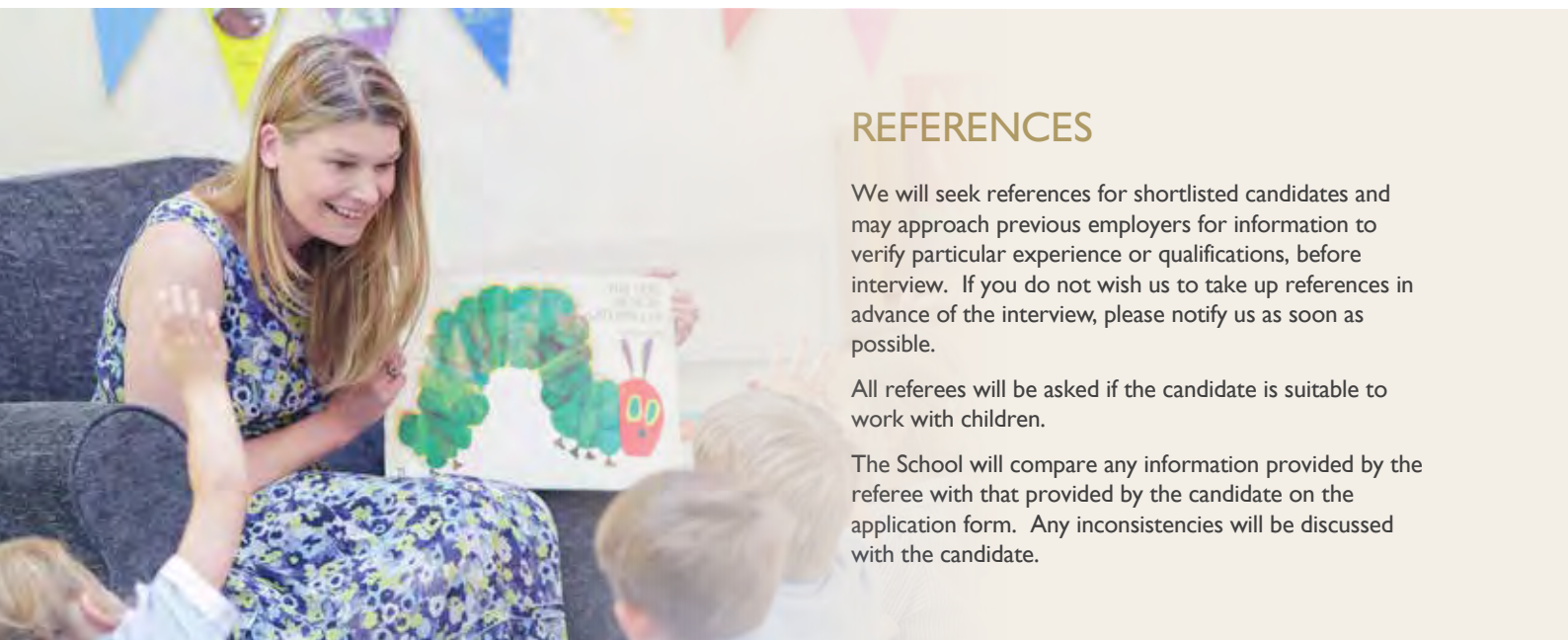
**Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.**

Candidates with a disability who are invited to interview should inform the School of any necessary adjustments or arrangements to assist them in attending interview.

## CONDITIONAL OFFER OF APPOINTMENT: PRE-APPOINTMENT CHECKS

Any offer to a successful candidate will be conditional upon:

1. Receipt of at least two satisfactory references;
2. Verification of identity and qualifications;
3. A check of the Children's Barred List;
4. A satisfactory enhanced DBS Certificate;
5. Verification of professional status such as GTC registration, QTS Status (where required), NPQH;
6. Verification of successful completion of statutory induction period (for teaching posts – applies to those who obtained QTS after 7 May 1999);
7. Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as the School may require in accordance with statutory guidance;
8. Verification of medical fitness;
9. A satisfactory Social Media Check;
10. Satisfactory completion of the probationary period.



## REFERENCES

We will seek references for shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications, before interview. If you do not wish us to take up references in advance of the interview, please notify us as soon as possible.

All referees will be asked if the candidate is suitable to work with children.

The School will compare any information provided by the referee with that provided by the candidate on the application form. Any inconsistencies will be discussed with the candidate.

## CRIMINAL RECORDS POLICY STATEMENT

The School applies for an Enhanced Disclosure from the Disclosure and Barring Service for all members of staff and volunteers. An Enhanced Disclosure will give detail of cautions, reprimands or final warnings as well as convictions.

It may also contain non-conviction information from local police records which a chief police officer believes may be relevant.

The School will refer to the DCSF document, 'Safeguarding Children and Safer Recruitment in Education' and any amended version. The School complies with the provisions of the DBS Code of Practice, a copy of which may be obtained on request.

## CHILD PROTECTION POLICY STATEMENT

The safety and welfare of all our pupils at The King's School is our highest priority. Our business is to know everyone as an individual and to provide a secure and caring environment so that every pupil can learn in safety. We expect respect, good manners and fair play to be shown by everyone so that every pupil can develop his/her full potential and feel positive about him/herself. Pupils should care for and support each other.

In all matters relating to child protection the School will follow the procedures laid down by our own (or where appropriate the child's) relevant Local Safeguarding Children Board (LSCB) together with DfE guidance contained in *Working Together to Safeguard Children (DfE July 2020)* and *Keeping Children Safe in Education (DfE September 2024)*: [https://assets.publishing.service.gov.uk/media/66d7301b9084b18b95709f75/Keeping\\_children\\_safe\\_in\\_education\\_2024.pdf](https://assets.publishing.service.gov.uk/media/66d7301b9084b18b95709f75/Keeping_children_safe_in_education_2024.pdf).

This policy is applicable to the whole School community, including those pupils in the Early Years Foundation Stage (EYFS).

All members of staff have a duty to safeguard our pupils' welfare and must therefore familiarise themselves and comply at all times with this policy. All School staff should be aware that safeguarding incidents can happen at any time and anywhere and are required to be alert to any possible concerns. The School has a readiness to engage with and involve safeguarding agencies, taking advice from the LSCB when necessary. **It is important for staff to appreciate that safeguarding is everyone's responsibility and that anyone can make a referral to Children's Social Care.**

## EQUAL OPPORTUNITIES POLICY STATEMENT

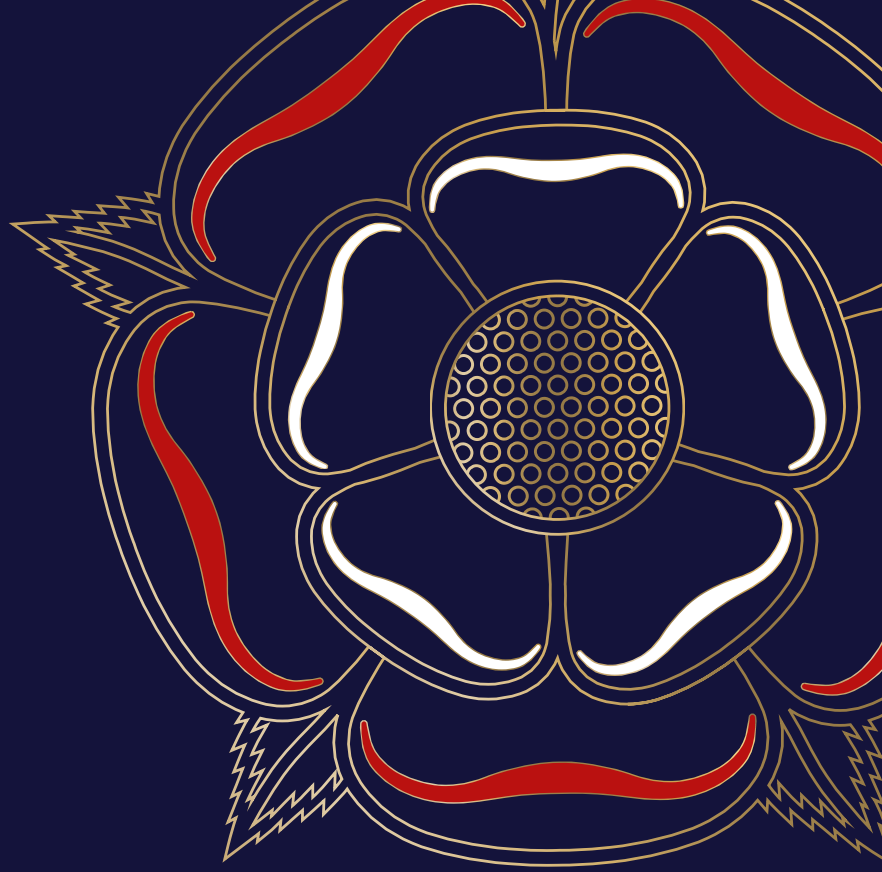
The King's School is an equal opportunities employer.

In order to promote an environment within which the School can call upon the widest possible range of knowledge, skill and experience, as well as ensuring compliance with the relevant legislation and codes of practice, we are committed to achieving and maintaining a workforce which represents the population within our recruitment area in terms of race or colour, nationality or national or ethnic origins, religion or belief, sex, sexual orientation, pregnancy or maternity, marital or civil partnership status, gender reassignment, age, and disability (together known as "Protected Characteristics").

To this end, we shall regularly review the operation of our recruitment, promotion, training and development policies to ensure that no applicant for employment or member of staff is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

No employee or prospective employee will receive unfair or unlawful treatment on the grounds of a Protected Characteristic, because they are perceived to have a Protected Characteristic or because they are associated with someone who has a Protected Characteristic, in particular but not only, in relation to:

- Recruitment and selection
- Promotion, transfer & training opportunities
- Benefits, terms and conditions of employment
- Grievance and disciplinary procedures
- Termination of employment including redundancies
- Conduct at work
- Procedures ensure fair and equitable treatment in relation to admission and assessment of students.



**KING'S**  
GLOUCESTER

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