



Working with Us



Our Story

Thank you for your interest in joining the staff team at The Kingston Academy. As we mark our tenth anniversary since opening in September 2015, we invite you to apply for a position at one of the nation's top-performing state schools.

TKA, as we are fondly referred to, was opened back in September 2015 as part of a unique partnership between Kingston University, Kingston College and The Royal Borough of Kingston Upon Thames - they still form our Trust Membership today.



Mrs Sophie Cavanagh
Headteacher, TKA
Executive Director, KET

We have accomplished a great deal in the relatively short time we have been open. We have a track record of achieving stellar GCSE and A-Level results, firmly securing us as one of the top-performing non-selective schools in the country. We have quickly also become the school of choice for young people with special educational needs.

In January 2022, we welcomed Fern Hill Primary School into our founding Trust - Kingston Educational Trust. Our distinctive Trust composition means that we are uniquely placed to develop, grow and support all of our staff.

This is an exciting time to join us as we continue on our journey of excellence. For further details about the role you are applying for, please see the information included in our specific Job Packs, including details of how to visit us in person. We'd love to meet you.

“ I’ve been at The Kingston Academy for five years now, having started as an Early Career Teacher.

All teachers have access to state-of-the-art technology and are supported by shared planning approaches. The leadership team make every effort to support staff with workload to focus on the things that matter the most. ”

**Pooja Bhasin,
Teacher of Mathematics**

Induct



The best of both worlds: a cutting-edge new building paired with a beautifully refurbished historic school setting



Enviably located close to Richmond Park, the River Thames and Kingston with excellent transport links making us easily accessible





We demonstrate our care by supporting staff well-being, providing outstanding benefits and fostering career growth

Our thriving pupils are known and valued: we put recognition and reward above reprimand



“

Over the last 3 years I have been hugely developed in my role as a Deputy Curriculum Leader of English.

Our Middle Leadership programme supports new and aspiring leaders and includes access to internal coaching and mentoring, as well as external opportunities like NPQs. Additionally, staff can pursue heavily subsidised Master's or Doctorate studies through Kingston University. We are committed to meeting the professional development needs of all our staff. ”

William Conder,
Deputy Curriculum Leader,
English

Develop



“ You’ll immediately feel the warmth and connection of our vibrant community.

Excellent attendance and behaviour attest to our students' love for our school and means that we can get on with the serious job of teaching. ”

**Gabriella Veglio,
Assistant Headteacher**



Our educational partnerships provide you with genuine opportunities for professional development



Weekly professional development sessions provide staff with bespoke and high quality support

Support

Our pupils thrive through respect for their individuality, recognition and reward, not endless reprimand



With a strong focus on inclusion and expert support through our specialist resource provision, we enable all to excel in a non-selective mainstream environment

“ I feel very well supported by my teachers and by other pupils. My Form Tutor knows me really well and provides the support and challenge that I need to succeed.

Beyond the classroom, my friends and I take advantage of the huge number of trips and extra-curricular activities that help to make TKA a special place. Going Beyond lessons have helped me to develop all aspects of my character. I'm really looking forward to choosing my GCSEs at the end of this year. ”

Daniella, Year 9 Pupil



Our Pupils



“TKA has provided me with the opportunities to grow and develop as a teacher and leader. I feel blessed to work in a role where pupils, parents and carers, and the local community genuinely appreciate our expertise and the professionalism of our staff.”

**Tom Brook,
Associate Headteacher**



Joining The Kingston Academy means becoming part of a vibrant community committed to excellence and innovation in education. There are many benefits to working with us, including:

- Generous pay-scales, currently paying 1% higher than National Teacher Pay Scales
- 2-week October Half Term break
- Access to subsidised Cycle to Work scheme
- Weekly Professional Development sessions at whole-school and departmental level
- Professional support sessions for NQTs and RQTs
- Access to Employee Assistance Programme
- Opportunities for develop across Kingston Educational Trust
- Staff Laptop
- Support with access to NPQH/NPQML/NPQSL qualifications
- Subsidised study at Kingston University at Masters and Doctorate Level
- Flexible working arrangements on request



Benefits of working with us