



KINGSBURY HIGH SCHOOL

Spectemur Agendo



TEACHER OF MATHEMATICS

Candidate Information Pack

FEBRUARY 2026

SPECTEMUR AGENDO



Introduction

KHS is a large and successful 11-18 split site school with a vibrant learning environment and a strong community ethos. Students and staff recently celebrated the release of a glowing inspection report (February 2024) which praises the school for its, “vibrant, inclusive culture”. The report reflects the school’s noticeable development over the last few years, with particular emphasis on high expectations, the strength of relationships between pupils and staff and the exceptional educational experience offered in Sixth Form.

Kingsbury High School has a long history of success. There is a keen understanding of the importance of values and a sense of tradition, encapsulated by our motto, *Spectemur Agendo*. It dates back to the founding of our predecessor school, the Kingsbury County, in the 1920s, and it is Latin for, “let us be judged by our actions”. As Headteacher I seek to lead the school with this at the heart and ask students to follow the Kingsbury Way: to respect themselves, others and the environment. In November 2022 the school achieved ‘Gold’ status on the UN Rights Respecting School Award reflecting our commitment to children and young people. Student leadership is an important feature



Alex Thomas, **Headteacher**

of our work and through the work of staff and young leaders the school has the Leadership Skills Foundation: Centre of Excellence.

A great school is a combination of different things. We are equally proud of the many opportunities we provide for our students beyond the curriculum and how we develop students as individuals ready for adult life. Students know our aim is to develop in all of our students the love of learning, intellectual curiosity, skills and qualities of character needed to become successful, happy and engaged members of society. Our key values are: Aspiration; Integrity; Respect; Responsibility and Resilience. Through these, we aim to combine both academic success and the development of the broader aspects of each student’s character.

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<https://www.kingsburyhigh.org.uk/>



@officialkingsburyhighlondon



Kingsbury High School

About Kingsbury High School

Kingsbury High School is located in Brent, one of the most diverse boroughs in England and Wales. It is surrounded by parkland with large playing fields and great local amenities, excellent transport links to enable easy access from central London and fringe areas. There is an upper and lower school; staff and some classes commute between them throughout the day. We recognise our place in the community and are a key part of the partnership, Kingsbury Schools Together with our local primary schools and The Village (special) school.



Our school is truly diverse in its makeup, whilst united as one family working to achieve the best for all our students. At KHS there are higher proportions of students than nationally: with English as an additional language (over 70%); living in socially deprived households; and disadvantaged (Year 7-11: one third eligible for the pupil premium). The majority of the roll is minority ethnic although there are no groups significantly more represented than others. Boys are in the majority in all year groups. The proportion of families that identify as having a religious faith is significant with over 40% Muslim. Kingsbury has a stable roll of around 360 sixth formers and the majority of its intake is from minority ethnic groups and a significant proportion is LAC/FSM.

Student attainment on entry is below average for all year groups and the Sixth Form. The proportion on the SEN register is relatively low however there are a significant number of ECHPs. Over the last 18 months there has been a significant increase in numbers open to social care.

KHS has an Alternative Resourced Provision (ARP) for students with hearing impairment and an onsite alternative provision: Article 28. Part of the Lower School site is shared with a local special provision, The Village School.

Student Outcomes

Our students gain excellent examination results at 16 years and across the Sixth Form. The percentage of students achieving English and mathematics is above national (for grade 4+ and 5+) and Attainment 8 is above the national average. Progress 8 for is consistently 'above average' and disadvantaged students' P8 positive.

The A-level and vocational ALPs grades are positive. Progression to university (including to Oxbridge and medicine) is very strong.

Our Commitment to Staff (Benefits)

Commitment—The DfE Wellbeing Charter was adopted by Governors in 2022/23; a Wellbeing Forum meets monthly; and KHS is working towards the *Wellbeing Award*

Work-life balance—KHS discourages emails and working out of hours; provides wellbeing advice (via a Virtual Staff Room, VSR and HR); and appraisal is supported via bespoke time off timetable

Communication—Transparency and signposting is supported via the VSR and a weekly bulletin

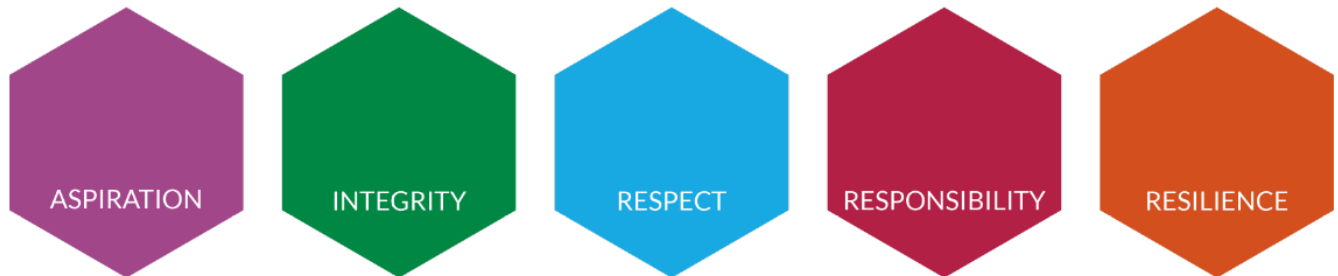
Support—A coaching programme supports teacher development; Education Support (EAP) is available for all; and training for leaders on wellbeing and mental health (via MIND) is provided

Human Resources—Induction programme for all staff; a HR function with a supportive attitude towards personal issues - medical; child-related; personal

Feedback loop—at faculty, team and individual level via: TES Pulse; SLT on the sofa; a Joint Consultative Committee with Governors and Professional associations; and regular consultation.

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| Free On-site Parking | Staff Tea / Coffee | Monthly Staff Treats | New Starter Tea Party |
| Cycle-to-work Scheme | Electric Vehicle Salary Sacrifice Scheme | Local Government / Teachers Pension Scheme | Blue Light Card for Discounts/Cashback |
| Flu Jab Vouchers | Employee Assistance Program | Staff Social Events: Christmas Lunch; Summer BBQ; badminton; zumba | Commitment to Continued Professional Development |
| Gyms on both sites equipment | | | |

Our Ethos and Values: *The Kingsbury Way*



Our aim is to develop in all of our students the love of learning, intellectual curiosity, skills and qualities of character needed to become successful, happy and engaged members of society.

| Aspiration | Integrity | Respect | Responsibility | Resilience |
|---|---|--|--|---|
| <i>Being optimistic about the future.</i> | <i>Being honest about our strengths and weaknesses.</i> | <i>Being considerate of the views of, and our impact on, different groups and the community.</i> | <i>Being accountable for our actions.</i> | <i>Being explicit in developing physical and emotional wellbeing.</i> |
| <i>Being ambitious in everything we do.</i> | <i>Being open about decisions and doing what we say we will do.</i> | <i>Being proud about what makes each one of us different.</i> | <i>Being clear about what we expect.</i> | <i>Being prepared to go 'the extra mile'.</i> |
| <i>Being unwavering in our expectation that all can succeed and meet their potential.</i> | <i>Being prepared to apologise if we get things wrong.</i> | | <i>Being aware of our impact on the environment.</i> | |

Job Description: Teacher of Mathematics

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| Reports to: | Head of Faculty: Mathematics |
| Salary Scale Range: | MPS/UPS |
| Positions Available: | 2 |
| Contract: | Permanent/Full Time |
| Work Pattern: | Teacher's Directed Time: Mon – Fri: 08.25 – 15.20 |
| Deadline for Applications: | Friday 27 th February 2026 |
| Proposed Start Date: | September 2026 |

JOB PURPOSE

- To deliver engaging and inclusive lessons that support academic achievement and an appreciation of reading, writing and language across Key Stages and abilities.
- To contribute to the wider school culture.

KEY DUTIES AND RESPONSIBILITIES

The post holder is responsible to the Head of Department/Leadership Group Line Manager/Headteacher and any other designated Line Manager(s) for the following:

- Assist in ensuring a high quality of teaching and learning which meets the needs of all students
- Teaching Mathematics (and other subjects as agreed) throughout the age and ability range as directed
- Promote student's interest in and commitment to the subject
- Implementing whole school policies (including equal opportunities, health and safety and security)
- Assist, as a team, identifying underachievement and praising good work and effort
- Implementing the policies of the Department (including assessment); help, as a team, to continuously develop the Department
- Maintaining accurate and up-to-date attendance, punctuality and assessment records for all teaching groups
- Contributing to the general development of the Department; keeping abreast of relevant curriculum developments and assisting in their successful implementation where appropriate to the School/Department's Development Plan
- Supporting links with Feeder Primary Schools and with colleges of Further and Higher education
- Participate in lesson observation and scrutiny of work
- Supporting subject related pupil activities (such as educational visits)

- General assistance with the administration of the Department
- Maintain high standards of classroom management order and discipline
- As a member of the teaching staff, you will be expected to teach PSHE and be a form tutor as part of the pastoral support and personal development curriculum of the school.

GENERAL RESPONSIBILITIES

- To undertake general duties, administration and any reasonable task as directed by the Line Manager or Headteacher and to carry out such other tasks as are essential to fulfil the job's core purpose.
- Participate in training and development activities and programmes, and attend and participate in meetings, as required.
- Be aware of and comply with policies and procedures, and report all concerns to an appropriate person, in respect of safeguarding and child protection; health, safety and security, confidentiality, and data protection.
- Contribute to the school's commitment to equality of access to opportunities to learn and develop for all students.
- Undertake these duties within agreed school objectives, policies and procedures and promote the School's Equal Opportunities Policy.
- To present a positive impression of the school in all encounters with visitors or on school visits.
- To respond calmly to the challenges of school life.

This Job Description is subject to amendment and will be reviewed from time to time and modified in the light of the post-holder's career development and changing needs of the school.

Person Specification: Teacher of Mathematics

Knowledge and Experience

- Strong subject knowledge
- Knowledge and understanding of the ways in which effective teaching can promote pupil progress
- Knowledge and understanding of the key features of inclusive teaching and learning
- Knowledge and understanding of the use of data to support teaching and learning

Skills and Abilities

- Able to plan for and meet the Kingsbury expectations for effective teaching
- Ability to inspire and motivate students
- Able to provide students with effective written feedback
- Ability to communicate effectively with an appropriate sense of audience
- Evidence of understanding the principles of equality and putting equal opportunity into practice
- Ability to influence and support the development of good practice, appropriate to career stage
- Ability to form effective relationships with colleagues, students and parents
- Ability to be an effective member of a team
- Ability to show initiative and develop new ideas
- Well organised with good time management and ability to work under pressure
- Competence with ICT and ability to use ICT skills in working practice

Equal Opportunities and Safeguarding

- A commitment to Equal Opportunities and an understanding of the implications of working in a fully inclusive school.
- A commitment to safeguarding and promoting the welfare of our students.
- A clear understanding of current educational issues and developments and their likely impact on teaching and learning.

Safeguarding

A commitment to, and understanding of, safeguarding and promoting the welfare of our students

Safeguarding / Safer Recruitment

KHS is committed to the safeguarding of children/students. All employees are expected to comply with our School Child Protection and Safeguarding Policy and the Staff Code of Conduct.

Safer recruitment

Kingsbury High School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. Any roles which involve working with children, young people or vulnerable adults, or roles in which the duties will involve access to sensitive information relating to children, young people or vulnerable adults, the School will take up references prior to interview.

You should provide details of referees including your current and previous employers, covering the last 5 years.

Candidates can request for us not to send a reference request to their current employer prior to interview by emailing us at khsvacancies@kingsburyhigh.org.uk

As part of our Safer Recruitment Policy, a full employment history is also required for this role.

Please provide a full employment history, together with a satisfactory written explanation

together with a satisfactory written explanation of any gaps in employment. Unless otherwise stated, a Basic DBS check will be undertaken as part of the pre-employment checks for successful candidates.

Diversity Statement

Kingsbury High School values the diversity of its community and aims to have a workforce that reflects this. We therefore encourage applications from all sections of the community.

High Volume Applications

Kingsbury High School reserves the right to close any vacancy earlier than the advertised closing date should there be a high volume of applications received.

DBS

This role requires an Enhanced DBS (This post is exempt from the Rehabilitation of Offenders Act, 1974).



Nikhil, Head Boy and Emira, Head Girl

Induction

All new members of staff are expected to complete the induction programme, including required health and safety courses, and display their understanding of the Staff Code of Conduct and the most recent version of Keeping Children Safe in Education (KCSiE).

How To Apply

Kingsbury High School have partnered with My New Term to manage our staffing vacancies and onboarding.

To apply for this, or any other role directly, we ask that you apply via the My New Term <https://mynewterm.com/> platform, by clicking the relevant job title on the Staff Vacancies page which is found using the 'Search by Employer' under 'FIND A JOB'. If you are already registered, please ensure that all information on your profile is current and up to date, especially information regarding your right to work and qualifications.

If you are not registered to My New Term, and need any assistance with using the website, please do not hesitate to contact the My New Term team via the live chat bubble on their job search page or you can contact the KHS HR team.

Please note that the formal shortlisting stage will take place soon after the advert closing date, however the school reserves the right to interview candidates prior to this. You will receive your application outcome (shortlisted or unsuccessful) through the MNT platform.

If you would like to have a phone call or school visit prior to submitting your application you can make the request via email to us. Please note that we will aim to do our best to accommodate your availability, but this may not always be possible.

If you have any queries about this or any other KHS vacancy, please do not hesitate to contact us on:

Email: khsvacancies@kingsburyhigh.org.uk

Phone: 020 8206 3000

