



KINGSBURY  
GREEN  
ACADEMY



## Recruitment Pack

*Achieving Excellence Together*

# Welcome, from the Head

## Dear Candidate

Thank you for considering this opportunity. We are excited to offer a unique opportunity for a knowledgeable and skilled person to join our forward-thinking team at Kingsbury Green Academy, a school with ambitious goals and ever-improving outcomes. This role is perfect for an individual who is eager to contribute to a high-performing educational environment. If you are passionate about making a real impact, we want to hear from you. We seek candidates who are driven to enhance the educational experiences and life chances of our students. Since joining Kingsbury Green Academy (KGA) in September this year, I can confidently say that it is a vibrant and welcoming place where both staff and students thrive. As an experienced headteacher and trust leader, I sought to return to headship at a school that fosters a strong sense of community and belonging. I was eager to be part of a school dedicated to delivering an ambitious and broad curriculum through excellent evidence-informed teaching. I was searching for a school which was committed to offering a variety of trips, after-school clubs and activities that help students explore their talents and passions.



Most importantly, I wanted to be in an environment where positive relationships amongst staff and students are nurtured through mutual respect. KGA excels in all these areas. Behaviour of students is excellent, outcomes for children improve every year, and there is a dedicated team of staff and governors working in supportive partnerships with parents and students.

When you join KGA, you also become part of The Ascend Learning Trust (ALT), a collaborative network of secondary and primary schools committed to enhancing student experiences through the sharing of best practices, pooling resources, and tackling common educational challenges. At ALT, staff well-being is a top priority. The trust emphasises professional development through exceptional training and coaching while valuing work-life balance. We respect your time by never asking staff to complete tasks that don't directly benefit our students. We also avoid short deadlines and last-minute calendar changes and we never ask you to complete unnecessary administrative tasks. This dedication to staff well-being is more than just a promise. Each year, every staff member is entitled to book one day's leave on a day of their choosing as a "well-being day". This year's two-week October half-term has also enabled staff and parents to enjoy more affordable holiday options. Moreover, our summer term concludes earlier than most, allowing for an extended summer break.

Joining KGA means joining a supportive and forward-thinking community where your well-being and professional growth are truly valued and our vision and values guide everything we do here:

## Vision and Values

We are committed to delivering a rich and diverse curriculum through passionate and knowledgeable teaching. We aim to engage all learners and support them in making exceptional progress, regardless of their starting points.

We believe in achieving excellence collectively by:

- Embracing every opportunity for growth and development.
- Breaking down social, economic, and academic barriers to help students reach their full potential.
- Valuing hard work and perseverance as the keys to success.
- Inspiring every individual to be bold, courageous, and aspirational.
- Fostering a culture of mutual respect and pride in ourselves, our school, and our community.

As Headteacher, I assure you of a supportive and dedicated senior team, a stimulating and happy work environment, and the opportunity to work with exceptional young people. You will join a team of professionals who are committed to making a difference and to shape the future of Kingsbury Green Academy.

# Welcome, from the CEO



## Dear Applicant

Thank you for taking an interest in Ascend Learning Trust, where we pride ourselves on our core motto 'Together we Belong, Believe, Become'. As a community of schools, we strive to achieve this through our relentless commitment to our values of 'Compassion, Aspiration, Respect, Dedication and Integrity' for all of our students, with the potential of every individual within our community valued. As a result of our newly founded values, we strive to ensure that students receive an incredibly high standard of academic and pastoral care to enable them to leave school with the very best platform for their future. The schools within Ascend Learning Trust are a family, and as such they support each other to continuously improve, providing strength to each other.

As a mother of 3 school age children at both primary and secondary level, I know how important young people's school experience is and it is a privilege to lead an organisation whose purpose it is to support this. As the newly appointed CEO of Ascend Learning Trust (from September 2023) I am fully committed, along with all of our staff to ensuring that each child's education is the very best that it can be.

This pack will give you details of the job description and list the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job. It is important that you identify the competencies, experience, qualifications, knowledge and abilities that will be assessed by application form, as you will need to provide evidence that you meet these criteria.

## References

We will require two satisfactory references before a job offer is confirmed; one of which must be your Line Manager / Headteacher in your present or most recent employment.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

Further information about the Ascend Learning Trust and the Academies within it, is available on our website [info@ascendlearningtrust.org.uk](mailto:info@ascendlearningtrust.org.uk) We hope you will feel inspired to apply to work within the Trust.

Yours sincerely

**Jane Coley**  
Ascend Learning Trust CEO

**Achieving Excellence Together**



# Subject Lead of History (FTC)



**Salary:** MPS/UPS with TLR2b

**Type of role:** Fixed Term Contract until 31.08.2025

**Closing date:** 9.00am, Friday 10<sup>th</sup> January 2025

**Interview date:** w/c Monday 13<sup>th</sup> January 2025

## Job description

The job description lists all the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge, and abilities required to do the job.

The criteria listed within the job description detail the areas which will be assessed at both application and interview. It is important that you identify the competencies, experience, qualifications, knowledge, and abilities that will be assessed by application form, as you will need to provide evidence that you meet the criteria.

All employees have the responsibility to:

- Ensure any documentation produced is to a high standard and is in line with the Trust brand style.
- Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, whistleblowing, confidentiality, and data protection, reporting all concerns to the appropriate person.
- Participate in training and other learning activities as required.
- Participate in the Trust Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- Promote the area of responsibility within the Trust and beyond.
- Represent the Trust at events as appropriate and as directed by the Chief Executive Officer.
- Support and promote the Trust ethos, vision, and values.

# Job description

## Reporting to: Curriculum Leader of Humanities

### Purpose:

- Contribute to the formulation of the History area aims and policies under the leadership of the Curriculum Leader for Humanities and ensure that they are translated into action in the classroom
- Secure continuous improvement leading to transformation in the teaching of History, raising standards and producing the highest levels of student achievement.
- To be accountable for leading, managing and developing the History area as well as student progress and development
- To effectively lead, manage and deploy teaching/support staff and financial resources within History in collaboration with the Curriculum Leader for Humanities

### Operational/Strategic:

- Collaboratively establish and implement a vision for History and its place in the wider school curriculum and curriculum area.
- Lead the development of high quality, learning centred policies, practices and schemes of work which:
  - Ensure continuity and progression for the learning of all students, actively planning for all student groups
  - Meet the requirements of the National Curriculum
  - Ensure methods of assessment (incorporating the 10 principles of AFL), recording and reporting improve student learning and achievement
- Day-to-Day:
  - Contribute to regular Humanities team meetings
  - Contribute to the direction of the wider school curriculum under the guidance and leadership of the Curriculum Leader for Humanities. Engage in and encourage innovation
  - Implement and operate the school's Health and Safety policy in the subject area
- Work with History staff to ensure History reflects the school's ethos and aims
- Liaise with the Curriculum Leader for Humanities to ensure ICT enhances student learning

### Teaching, Learning & Curriculum:

- To liaise with Curriculum Leader for Humanities to ensure the delivery of an appropriate, inclusive, high quality, innovative curriculum programme that is in line with the school's wider plans (SDP) and enhances them.

- To liaise with Head of Years to ensure a coordinated approach to learning support for each student
- With the Curriculum Leader for Humanities, be accountable for the delivery of History
- To constantly explore improvement, innovation and personalisation
- To keep up to date with national developments in History including teaching methodologies
- Develop eLearning and work related learning

#### **Staff:**

- Set expectations for staff and students, in the context of school policies, and help them to achieve those standards in relation to:
  - Working practices and relationships with students, including the management of behaviour for learning
  - Working practices and relationships with staff, including team working and mutual support
- Help to identify and respond to the professional learning needs of staff
- Provide support for new staff and trainee teachers
- Develop effective working relationships with SLT, other leaders and staff in the school
- Ensure a contribution to the support for staff in student disciplinary matters that is in line with whole school disciplinary procedures
- Undertake personal development conversations, acting as a reviewer for staff in History.
- Participate in recruitment and selection
- Act as a positive role model for staff on a day-to-day basis

#### **Communications:**

- To ensure effective collaboration with staff, parents and students
- To liaise and work with partner schools, HEIs, Examination Boards and other relevant external agencies
- Excite and engage visitors at Open Evenings, and other events
- Liaise with partner primary schools to ensure continuity and progression from KS2 to KS3

#### **Resources:**

- Set priorities for expenditure within curriculum area budgets in line with improvement plans
- Ensure the effective management of accommodation and learning resources including ICT
- Deploy staff

**Other Specific Responsibilities:**

- Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description
- This job description may be changed by the Headteacher in consultation with you to reflect or anticipate changes in the job commensurate with the grade and job title.

# Person Specification

## Attributes – Personal

- Passionate about teaching History
- Possesses a 'can do' attitude
- Creative and proactive in finding solutions
- Flexible and adaptive to changing needs and priorities
- Resilient, calm and tenacious under pressure
- Passionate about inclusive practice and equality of opportunity
- Relentless in finding ways to remove any barriers to success
- Excellent communication skills and evidence of being able to build and sustain effective working relationships with staff, students and parents
- Commitment to the protection/safeguarding of all students
- Self-reflective practitioner who always seeks to improve
- Willingness to contribute to the extra-curricular life of the school
- Sense of humour

## Competence – Knowledge, skills, abilities & experience

- Be an innovative and enthusiastic teacher of History with evidence of impact on student outcomes
- A proven track record of total commitment to helping every student achieve their very best and make good progress
- Have very high expectations of the learning of all students at all times
- Have a good understanding of how data supports and enhances student progress and achievement
- Be a positive team player with a strong commitment to professional development
- Embrace new technologies and ideas that enhance the learning of History
- Able to prioritise workload and work well under pressure with competing deadlines
- Good ICT skills

## Qualifications

- Degree
- Qualified Teacher Status (QTS)





## How to apply

Applications should be submitted directly via MyNewTerm, you can access our careers page using the following link:

[Kingsbury Green Academy MyNewTerm](#)



Please note CVs will not be accepted. You must complete the application in full giving details of all employment, training, and gaps in employment since leaving school.

Please ensure the closing date for applications is met, we cannot be held responsible for lost or late applications. Due to the large number of applications it is not always possible to respond to each application but we aim to respond within two weeks of the vacancy closing date.

**If you would like to arrange a visit to the school, or for more information about applying, please contact the recruitment team on 01793 781485.**

# Kingsbury Green Academy



**Thank you for visiting our employer profile. We hope you'll enjoy learning more about the excellent opportunities for teaching at Kingsbury Green Academy and living in the nearby area.**

Kingsbury Green Academy, which is part of the successful Ascend Learning Trust, opened its doors for the first time on the 5th of September 2019. We are an ambitious, forward thinking 11-18 Academy situated in a beautiful location on the outskirts of Calne in Wiltshire.

## Our Facilities

The school has superb facilities which include: 13 Science Labs, a Design and Technology complex, digital media centre and the latest computer-aided design and ICT facilities. Sport is important at Kingsbury Green and we enjoy a sports hall, gymnasium, tennis courts and 33 acres of sports fields, as well as the use of the neighbouring 'Calne Community Campus'.

The Arts are supported with Art and Design studios, a photography dark room and processing facilities, fully equipped Drama studios and three purpose-built music rooms with practice rooms for instrumental tuition.

We also have a cafeteria with outdoor covered eating area, gardens, an on-site nursery (babies to pre-school) and a purpose-built Sixth Form Centre.

## Our Location

Our Campus is set on the edge of town, with views across the beautiful rolling Wiltshire countryside. Calne offers a great rural quality of life but is not far from other nearby towns and the M4, giving easy access to Bristol and to the South West. Wiltshire is home to the World Heritage Site of Stonehenge and boasts many other sites of historical interest.

Calne is some 19 miles east of Bath, 6 miles east of Chippenham, 13 miles west of Marlborough and 16 miles south west of Swindon. We welcome visits to the school for prospective candidates.

**Achieving Excellence Together**



# About Ascend Learning Trust

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Welcome to Ascend Learning Trust, where we pride ourselves on our core motto 'Together we Belong, Believe, Become'.

As a community of schools we strive to achieve this through our relentless commitment to our values of 'Compassion, Aspiration, Respect, Dedication and Integrity' for all of our students, with the potential of every individual within our community valued.

## **Compassion**

To always show kindness, inclusivity and empathy to each other and to encourage others to behave this way. To care for those around you and to consider the needs of all.

## **Aspiration**

To 'dream big' and to set your goals with no limits. You work hard towards your goals and follow your dreams and always believe that anything is possible.

## **Respect**

To treat everyone as you would always wish to be treated in both words and actions. This means listening to others, appreciating differences, showing kindness and always being considerate.

## **Dedication**

Always try your very best to commit to and achieve all of your goals and never give up even when things are tough. Face challenges courageously and keep focused on your goals.

## **Integrity**

Holding true to what you believe in and act in a way that shows this. Always be honest and if you are in the wrong accept feedback and apologise.

Our vision at Ascend Learning Trust is to create a sense of belonging for everyone. All our young people receive a holistic world-class education regardless of where they come from or their life challenges. They will leave their Ascend community with outcomes that opens doors to a fulfilling and successful future.



Together we **Belong, Believe, Become**

# Work for us

As well as our commitment to staff development opportunities we also offer a wide range of services which supports your employment journey with us, these Include:

## Benefits

We also offer an excellent staff benefit package which include discounts on high street stores, restaurants, cinemas and gyms as well as having a wellbeing hub and a cycle to work scheme. Examples of great discounts currently on offer include:

- Discounted Gym Membership
- Hundreds of offers and discounts and cashback on local and national stores.
- Employee Assistance Provider
- On site flu vaccinations
- Excellent Pension schemes
- Generous annual leave including Wellbeing days.
- Great ECT induction support
- Excellent Professional Development including instructional coaching.

## Professional Development

The aim is for our offer and indeed entitlement for staff to receive the very best possible opportunity. Investing in our staff is investing in our future. The structures on offer will focus on professional learning and look at highly effective strategies that work in the classroom.

In addition, there will be a thematic approach to your development so that you can choose the most appropriate areas for your development. These themes will focus on Teaching and Learning, Leadership, and Coaching and Communication, and can either be taken in isolation or combined to increase your overall level of practice.





## Wellbeing

We are committed to ensuring all staff have a safe environment to work in and we promote good health and wellbeing. As a signatory of Mindful Employer, we are committed to reducing the stigma attached to mental health and work with schools to develop a strategy for wellbeing for each school.

This includes:

- Developing a wellbeing statement which focuses on the commitment to support staff health and wellbeing,
- Providing opportunities to ensure there is a trained mental health first aider in each school,
- Supporting staff through a dedicated EAP which offers counselling, CBT courses and advice and guidance to all staff,
- Offering OH support to ensure staff are supported when required.

## References

We will require two satisfactory references before a job offer is confirmed; one of which must be your line manager / headteacher in your present or most recent employment.

If you are at school/college or are leaving university, please give details of the name and address of your Headteacher or tutor.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

All staff are required to undertake employment checks which include:

- References (for all staff and volunteers)
- Right to work in the UK (ID check)
- Qualification checks
- Barred List check
- DBS check (for all staff and volunteers)
- Childcare Disqualification check (primary only)
- Online Search checks
- Health checks

Ascend Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from under-represented groups including ethnicity, gender, transgender, age, disability, sexual orientation, or religion.

Please note any position that involves working with children requires declaration of ALL convictions/cautions regardless of whether these are deemed as spent and a DBS check will be carried out before any employment commences.

References will be obtained before interview at shortlisting stage and may be used in the interview process. If previous employment has included working with children, then at least one referee must be from this employment regardless of whether this is the current or most recent employment. Any gaps in employment must be detailed and an explanation provided in the relevant section.