



Orbis  
Education  
Trust



Kingsthorpe  
College



# Kingsthorpe College

Orbis Education Trust

**Teacher of Science**  
**RECRUITMENT PACK**  
December 2024

## About

# Orbis Educational Trust

**Orbis Education Trust** was founded In September 2021 and comprises of:

- **Southfield School**, 11-18 years of age, single sex (mixed sixth form), 1,200 place secondary school (Ofsted rating – Good, with outstanding features (April 23).

- **Kingsthorpe College**, 11-18 years of age, mixed sex, 1,500 place secondary school (Ofsted rating – Good, December 2019).

A third school will soon join the Orbis family;

- **Hanwood Park School**, 900 place secondary school.

Our mission is:

'To provide world-class education and extra-curricular activities, that empower every student to achieve their full potential. Through collaboration and innovation, we strive to create a learning environment that is inclusive, supportive, and challenging, and that inspires students to pursue their interests and passions.'

We are committed to closing the 'enrichment gap' and providing all students with a wider education to develop their life skills In our schools we have Combined Cadet Force (CCF) contingents (Royal Navy and Army), and extensive Duke of Edinburgh award programmes along with a broad enrichment offer.

We understand that every child is different and, therefore, encourage a culture of collaboration that embraces the views of pupils, parents/carers, staff and trustees. It is important that all stakeholders feel an integral part of the Orbis family.

As a trust, we are dedicated to working together to share best practices and resources and providing our students with a diverse range of opportunities that prepare them for success in whatever path they choose to follow.

## Staff Wellbeing

We truly believe that our staff are our greatest asset. We start from a position of professional trust and empower our staff to be the best they can within their roles. We know our staff want to deliver the best possible experience and outcomes for our students and we see it as our duty to make sure the training, wellbeing and motivation we provide to our staff allows this.

We continuously review our benefits package to balance the importance of career satisfaction, development and achieving a balanced approach to work and personal time and commitments.

Professional development is at the core of any profession. We ensure that staff have every opportunity to develop their teaching throughout their career. Our schools have a professional learning afternoon each week that enables staff to focus upon up to date, research led and relevant Continuous Professional Development.

What we offer:

- A competitive salary;
- Healthcare scheme for staff members and their families;
- One early or late finish per fortnight for teaching staff;
- Automatic progression through pay points;
- Extensive Continuous Professional Development;
- An in-house Leadership Development Programme;
- Career progression opportunities, we will always recruit internally where possible;
- Competitive pension;
- Generous paid holiday entitlement (support staff)
- Opportunities for flexible working Including a nine day fortnight;
- Free parking;
- A staff wellbeing day during term time;
- Cycle to Work Scheme;
- Discounts on holidays and retailers;
- Collection and delivery of dry cleaning;
- Long service awards and social events;



## Job Details

**POST OF:**

Teacher of Science

**AT:**

Kingsthorpe College

**SUMMARY OF ROLE:**

Teacher of Science who is inspirational and highly motivated to join our welcoming Science team. Chemistry specialism is preferred we would consider any specialism for the right candidate  
Easter 2025

**COMMENCEMENT:**

**CONTRACT TYPE:**

Permanent, Full Time/Part time

**SALARY:**

MPS/UPS – Plus £2,000 Recruitment Bonus

# Joining Kingsthorpe College

**There is a vibrancy and an energy across our college. We firmly believe that Kingsthorpe College is successful because we work so well with each other**

At Kingsthorpe College, we are passionate about providing opportunities for all our students to achieve artistic, athletic and academic excellence. We very much believe that our role is to help develop successful learners, confident individuals, and responsible citizens. In addition to ensuring that all our young people achieve their potential in these areas, there is also a genuine commitment to respect for individuals which is demonstrated in the daily life of the College.

High quality relationships are at the heart of everything that we do. We want our young people to be happy, confident, curious, and resilient learners. We know that this can only happen if relationships are built on trust and mutual respect. We believe that when young people feel safe and secure, everything is possible, and we promise to do our utmost to make sure that we unlock the potential in everyone.

All we can ask from our students is that they do their best, and we value hard work, determination, and thoughtfulness. We are proud of the extracurricular provision that we can offer, and we work hard to give our students plenty of opportunities to develop their confidence and creativity – both in and out of lessons.

We believe in clarity of communication, and the power of feedback. We always welcome open and honest dialogue between all those involved in and with the College. We are excited and optimistic about what the future holds for the young people and community which we serve.

Our Values and Ethos are:

Aspiration, Responsibility, Respect and Care

- To significantly stretch the performance and achievement of every student.
- To provide an exciting curriculum that makes learning enjoyable.
- To develop in each student a positive self-image and sense of worth.
- To promote high aspirations and high expectations.
- To develop respect for, and the recognition of, the needs of others.
- To enable each student to make informed decisions and exercise their rights and responsibilities.

To achieve all of this we will:

- Work in close partnership with students and their families.
- Engage effectively with other services in meeting all students' needs.
- Sustain an ordered community where expectations are consistently applied.
- Encourage students to take responsibility and develop leadership skills by working with each other.
- Promote enrichment activities which build on the curriculum and develop personal qualities.



## Teacher of Science

We are a vibrant, forward-thinking school that places significant value on professional learning and career development. **We are seeking an inspirational, highly motivated and innovative teacher of science to join our welcoming science team to help drive forward further developments in the curriculum.** The successful candidate will be able to teach science across KS3, 4 and 5, whilst a chemistry specialism is preferred, we would consider any specialism for the right candidate.

Kingsthorpe College is an oversubscribed 11-18 Academy with approximately 1400 students on roll (200 students Post 16). We were graded by Ofsted as Good in all areas in December 2019, and we are now looking forward to the next stage of our journey from good to great. In September 2021, we joined Orbis Education Trust, and this has unlocked further possibilities for colleagues to develop, progress, and make a significant contribution to inspiring the students within our schools. We therefore believe it is an exciting time to join #TeamKC and be part of a community, which is resolute in its drive to help our students leave with the confidence and skills to be able to take part in the great conversations of our times.

The science department achieves outstanding results year on year, which are above the national average. Triple Science and A-level are popular options across the school, we have excellent exam results at both GCSE and A Level. A good proportion of those students go on to study Science based degrees at university.

At Kingsthorpe College, we believe that an understanding of science is essential for our pupils to engage with the modern world. Regardless of their level of scientific study, pupils should be able to leave Kingsthorpe College with the scientific knowledge needed to think more deeply about their world. Now, more than ever, pupils will need to be equipped with the skills and knowledge needed to make reasoned choices and judgements based on evidence.

This faculty are friendly, hard-working, innovative, and committed to stimulating student interest in the world around them and enjoyment in their studies. We place significant emphasis on working collegiately as a faculty to share our expertise and subsequently enhance the learning experience with our students. Every member of the staff team is involved in a variety of professional learning programmes that take place across the academic year.

The position is open for a Easter 2025 start. (Applications from ECTs are welcomed as are applicants wanting part time working)

With our trust growing, we are likely to have many more career development opportunities coming up in future.

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

To apply for this role please visit: <https://mynewterm.com/jobs/138932/EDV-2024-KC-59940>

If you have any queries, please contact the school.

t: 01604 716106

e: [recruitment@orbismat.com](mailto:recruitment@orbismat.com)

*Kingsthorpe College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment*



# Job Description

**Faculty:** Science

**Line Manager:** Learning Director of Science / Deputy Learning Director of Science

## Teaching

- Teaching, planning and recording of lessons
- Maintaining teaching and learning at a high standard for all classes and lessons
- Assessing, monitoring, recording and reporting to parents on student progress
- Consistent and high expectations of classroom behaviour and management
- Having the capability to update own or Faculty subject knowledge
- Applying ICT links in planning
- Applying the use of Key Skills into planning

## Departmental

- Aiding with subject team planning
- Reviewing, evaluating and incorporating ideas into schemes of work
- Contributing to the Faculty Development Plan and the overall College Development Plan
- Moderating coursework and levelled work
- Maintaining high expectations of subject coursework
- Attending subject team meetings
- Collaboration with other colleagues in target setting, sharing good practice, and communication skills
- Contributing to cross-curricular thematic teaching, and conveying this to students

## Pastoral

- Attending regular pastoral meetings
- Liaising with Year Group teams reference tutor matters, and/or subject matters
- Mentoring students
- Attending tutor/parent progress meetings
- Contacting parents/or guardians with reference to attendance, achievements and behaviour

## Health and Safety

- To be aware of and adhere to Kingsthorpe College procedures for health and safety in and out of college
- Ensure the immediate teaching area is attractive, safe and is conducive to student learning
- Reporting all faults to the Director of the Faculty

## Professional Development and Conduct

- Arriving punctually to all lessons
- Displaying appropriate conduct and behaviour towards students and other members of staff, including a commitment to equal opportunities
- Displaying a committed and positive approach to the profession
- Identifying specific areas for professional development (subject knowledge and understanding, career progression).
- Taking part in appraisals and teaching evaluations
- Keeping abreast of current educational issues and developments

## General

- Other duties in support of the College as decided by the Headteacher within the scope of this post

These duties and responsibilities should be regarded as neither exhaustive nor exclusive as the post holder may be required to undertake other reasonably determined duties and responsibilities commensurate with the grading of the post.

It is the practice of this College to examine job descriptions and to update them to ensure that they relate to the jobs as they are being performed or to incorporate whatever changes are being proposed. It is the College's aim to reach agreement on any alterations. If this is not possible the Headteacher reserves the right to insist on changes to your job description after consultation with you.

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# Person Specification

	Essential	Desirable
Qualifications and Experience	<ul style="list-style-type: none"> <li>• Relevant subject degree</li> <li>• QTS</li> <li>• Experience of working in a Secondary School</li> </ul>	<ul style="list-style-type: none"> <li>• Good Honours degree</li> <li>• Further appropriate qualifications or teaching of chemistry &amp; interest in gaining further relevant qualifications</li> <li>• Evidence of continuing professional development</li> <li>• Have evidence of a commitment to continued professional development</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>• Knowledge of the requirements of the secondary curriculum</li> <li>• Knowledge and understanding of how assessment for learning can improve student performance</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of principles of effective teaching and learning within Chemistry</li> <li>• Successful track record in achieving good outcomes for students</li> </ul>
Skills and Abilities	<ul style="list-style-type: none"> <li>• Ability to teach across the 11-16 age range</li> <li>• Able to deliver effective and outstanding teaching and learning</li> <li>• Ability to set clearly articulated targets, to track progress and adopt strategies towards achieving them</li> <li>• Ability to deliver the highest standard of positive classroom and behaviour management strategies in an 'Inclusive' environment</li> <li>• To be able to use ICT effectively and with confidence</li> <li>• Ability to motivate, challenge and inspire students</li> <li>• Ability and willingness to fulfil the role of Academic Mentor (Form Tutor) within a pastoral team</li> <li>• Able to work constructively as part of a team; developing positive relationships with colleagues</li> <li>• Able to communicate confidently both orally and in writing</li> <li>• Able to use emotional intelligence to manage learners and situations</li> <li>• Able to prioritise conflicting demands</li> </ul>	<ul style="list-style-type: none"> <li>• Able to offer Post 16 teaching</li> </ul>

<b>Personal Characteristics</b>	<ul style="list-style-type: none"> <li>• Commitment to the ethos of the College</li> <li>• Commitment to the education of the whole person promoting social and emotional well-being in addition to academic development</li> <li>• High expectations of students and self</li> <li>• Willingness to take responsibility and to display initiative</li> <li>• Good organisational skills</li> <li>• Adaptability and openness to change</li> <li>• Reliability and integrity</li> <li>• Be approachable</li> <li>• Professional appearance, conduct and demeanour</li> <li>• To be well motivated, hardworking, able to work confidently under pressure and emotionally resilient</li> <li>• Enthusiastic, positive and determined</li> </ul> <p>A sense of humour</p>	
<b>Equal Opportunities</b>	<p>An understanding of issues regarding equal opportunities for all</p>	<p>Examples of good practice from their own experience</p>
<b>Criminal Record Check</b>	<p>Provide information to process full Disclosure Barring Service disclosure.</p>	