



Orbis  
Education  
Trust



Kingsthorpe  
College



# Kingsthorpe College

Orbis Education Trust

**Teacher of History**  
**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 History

**AT:**

Kingsthorpe College

**SUMMARY OF ROLE:**

Teach History as a specialism, plus may need to support other Humanities at KS3

**COMMENCEMENT:**

Easter 2025

**CONTRACT TYPE:**

Permanent Full time

**SALARY:**

Main/Upper Pay Scales



# 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 HISTORY

We are seeking to appoint an inspirational, highly motivated and innovative committed teacher of History.

History is offered at all 3 Key Stages with over half the cohort at KS4 being entered for History GCSE. At KS5, History has always been a popular choice and is one of the most studied post-16 subjects. Most of our students go on to study related degrees at top universities.

This successful department is committed to stimulating students' interest and enjoyment in their studies in addition to producing good examination results. Students' progress in History is very good.

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. Kingsthorpe is on a journey to world-class status. Please look at our website <https://www.kingsthorpecollege.org.uk> for a comprehensive view of our school.

You would be joining a friendly, hard-working team, with an ethos of collaborative planning and shared resources.

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 is involved in a variety of professional learning programmes that take place across the academic year.

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

The position will start in Easter 2025.

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

We may interview suitable candidates prior to the closing date.

To apply for this role, please visit <https://mynewterm.com/jobs/138932/EDV-2024-KC-60194>

Please note the College cannot accept CVs.

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

Post: Subject Teacher

Reporting to: Curriculum Leader

## Principal Responsibilities:

### A. Teaching and Learning

- Apply pedagogical discipline and methods appropriate to the abilities of each group, in accordance with current subject schemes of learning and both curriculum area and school policies
- to support and challenge students to raise standards of achievement, including the needs of individual students
- to adhere to the feedback policy of the curriculum area and school
- to maintain a safe, stimulating and orderly learning environment in accordance with the school policy
- to check students' attendance and punctuality at each lesson and take appropriate action in line with department and school policies
- fully engage with the range professional learning activities

### B. Planning and resources

- to contribute to the ongoing review of schemes of learning within and across key stages
- to collaborate with curriculum colleagues in the planning and the preparation of learning resources
- to ensure learning resources include a focus on key vocabulary and reading
- to share resources with colleagues
- to ensure that all resources are returned to storage as required

### C. Records

- to keep accurate records of student progress and attendance in accordance with school policy
- to complete assessments and reports as required
- to liaise with the curriculum leader to review progress
- refer safeguarding concerns in accordance with school policy
- adhere to the school behaviour policy and award sanctions and rewards accordingly

### D. Parents/carers

- to prepare for, and participate in, parent consultation events evenings to review student progress
- to contribute to the preparation for, and involvement in, open evenings and other events
- to maintain positive communication with parents/carers

### E. General Duties

- to participate in the performance management process in accordance with school policy
- to attend curriculum meetings and staff meetings and to represent the subject, as required, at relevant school meetings
- to be familiar with and to adhere to relevant parts of the school's health and safety policy
- to perform any other duties as may be reasonably requested by the Headteacher
- to undertake the tutor role to help students make excellent academic and social progress
- to carry out duties with due regard for the school's policies on equal opportunities, health and safety, and child protection

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share its commitment. The successful applicant will be required to undergo enhanced DBS clearance.

# Person Specification

Attributes	Essential Criteria	Desirable Criteria
Education and Qualifications	Degree in an appropriate subject. QTS/PGCE.	
Experience and Knowledge	Proven successful teaching experience in a secondary school or good evidence from ITT course. Sound pedagogical understanding. Sound knowledge of the National Curriculum and programme of study at KS3 & KS4.	Experience of teaching in more than one school. Experience of teaching at A Level. Experience of delivering extra-curricular activities.
Ability and Skills	A passion for History and the ability to share this with young people. Ability to teach across all specialisms at KS3. Ability to motivate students of all abilities. Excellent communication skills, both oral and written. Ability to use ICT in all aspects of teaching and learning. Ability to organise time efficiently and work to deadlines. A creative thinker. Ability to work independently. Evidence of continuing professional development.	A flexible approach to work.
Personal Characteristics and Aptitude	A team player and able work effectively with diverse groups of people. Adaptable and flexible. Strong interpersonal skills. Committed to personal professional learning and development.	Interest in widening own professional competence.
Suitability to Work with children	Candidates must be able to undergo successful checks in line with standards for 'Safeguarding Children and Safer Recruitment in Education'.  Appropriate and relevant references will be checked.  Understanding and acknowledgement of the individual's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she has responsibility or with whom he/she has contact.	
Equal Opportunities	Ability to demonstrate awareness/understanding of equal opportunities.  Commitment to equal opportunities in the delivery of the curriculum.	