



Orbis
Education
Trust



Kingsthorpe
College



Kingsthorpe College
Orbis Education Trust

Role Title: Teacher of English

RECRUITMENT PACK

July 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 English
AT:	Kingsthorpe College
SUMMARY OF ROLE:	English Teacher to join our friendly, collaborative and dedicated English Department.
COMMENCEMENT:	September 2024/January 2025
CONTRACT TYPE:	Permanent, Full Time/Part Time
SALARY:	MPS/UPS

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 ENGLISH

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 English Teacher to join our welcoming English Department.** The successful candidate will demonstrate strong subject knowledge and a desire to build strong relationships within the team and across the school.

The English curriculum is of core importance to our students' journeys, with students studying a range of canonical and diverse texts throughout their studies. Our key stage 3 curriculum has been designed to ensure that students have the necessary breadth and depth of skills to be successful in their GCSE studies. We have a flourishing A level cohort, teaching both English language and English literature. Our department is friendly, collaborative and dedicated to being the best we can be, utilising examiner experience and professional development opportunities to ensure we continue to secure excellent progress for our students. 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.

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.

We will consider full time and Part time applicants

We welcome applications from both experienced and early career teachers.

The position is open for a September 2024 OR January 2025 start

To apply for this role, please visit: <https://mynewterm.com/jobs/138932/EDV-2024-KC-47553>

If you have any queries, please contact the school.

t: 01604 716106

e: recruitment@kingsthorpecollege.org.uk

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

Teacher of English Job Description

Faculty: English

Line Manager: Learning Director

Teaching

- Planning and teaching high-quality lessons within the English faculty.
- Maintaining teaching and learning at a high standard for all classes and lessons.
- Assessing, monitoring, recording and reporting to parents on student progress and attainment.
- Consistent and high expectations of classroom behaviour and management.
- Having the capability and desire to update own and faculty subject knowledge.
- Engaging with research-informed practice within the classroom.
- Using IT to enhance learning and teaching opportunities.

Departmental

- Aiding with subject team planning and curriculum development.
- 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 if teaching A level.
- Attending and contributing to subject team meetings.
- Collaboration with other colleagues in target setting, sharing good practice, and communication skills.

Pastoral

- Attending regular pastoral meetings.
- Liaising with year 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 or Deputy 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.

These above mentioned duties are neither exclusive nor exhaustive and the post-holder may be required to carry out other duties as required by the School.

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 direct change 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"> • Relevant subject degree • QTS • Experience of working in a Secondary School 	<ul style="list-style-type: none"> • Good Honours degree • Further appropriate qualifications or interest in gaining further relevant qualifications • Evidence of continuing professional development • Have evidence of a commitment to continued professional development
Knowledge	<ul style="list-style-type: none"> • Knowledge of the requirements of the secondary English curriculum for literature and language • Knowledge and understanding of how assessment for learning can improve student performance 	<ul style="list-style-type: none"> • Knowledge of principles of effective teaching and learning within English • Successful track record in achieving good outcomes for students
Skills and Abilities	<ul style="list-style-type: none"> • Ability to teach across the 11-16 age range • Able to deliver effective and outstanding teaching and learning • Ability to deliver the highest standard of positive classroom behaviour and management strategies in an inclusive environment • To be able to use IT effectively and with confidence • Ability to motivate, challenge and inspire students • Ability and willingness to fulfil the role of form tutor within a pastoral team • Able to work constructively as part of a team, developing positive relationships with colleagues • Able to communicate confidently both orally and in writing • Able to use emotional intelligence to manage learners and situations • Able to prioritise conflicting demands 	<ul style="list-style-type: none"> • Able to offer Post 16 teaching in English literature and/or language

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