



**CIRENCESTER
KINGSHILL
SCHOOL**

Teacher of English

Start date: September 2024 or sooner

Salary: £31,650 (M1) - £49,084 (U3)

Full-Time, Permanent

English is a successful faculty looking for a dynamic teacher to join our team.

What we can offer you

This is your opportunity to be part of a successful team of seven subject specialists dedicated to providing the best possible education in English. We are an extremely hardworking faculty, demonstrated by our results which consistently fall above the national average for attainment.

The faculty is well-funded and has excellent resources. All rooms have a networked computer, fully interactive whiteboards, access to iPads, laptops and other ICT devices. We are always open to new ideas and constantly review our teaching materials. Our aim is to provide as broad an experience of English as possible in a fresh and engaging manner that is accessible to all.

Classes are taught in mixed ability groups with class sizes averaging 28 at Key Stage 3 and around 25 at Key Stage 4. Lessons are 1 hour long; Year 7- 10 students have 7 lessons a fortnight, while Year 11 students receive 8 lessons a fortnight.

The continuing development of our faculty is very important to us. We are a close-knit team and regularly meet to exchange ideas and share good practice to improve the learning experience in English. Everyone plays an important role in the team and you will be no exception. In addition to devising schemes of work and resources, each member of the faculty is involved in key discussions and decisions that shape the delivery of English at Kingshill School.

What we expect of you

The successful candidate will be a well-qualified teacher who places the students' learning as the main priority. They will demonstrate dynamism and drive as well as a strong presence within the classroom that will engage and inspire every child. We want all of our

students to achieve their maximum potential so we expect time

and energy spent in lesson preparation to ensure that the quality of teaching remains high. Challenging lessons, combined with careful support, are obviously fundamental in our mixed-ability classes.

A good working knowledge of the English Key Stage 3 curriculum would be expected and it would be helpful if you had experience of the AQA GCSE English Language and Literature specifications. However, ECTs will be able to draw on a wealth of expertise within the faculty to develop teaching at GCSE. In addition to the delivery of a broad and varied curriculum within the classroom, we are committed to providing a wide range of extra-curricular opportunities which helps to raise the profile of English and literacy. We are proud of the high standards showcased each year in our Public Speaking competition as well as the opportunities provided by after-school clubs, competitions and educational visits. A willingness to be part of this rich programme of English would be desirable.

This is a tremendous opportunity for an ambitious and motivated teacher to join an excellent faculty with a proven track record of success.

Applications by: 9.00am

Monday 3rd February 2025

Form Tutor

As well as being a subject teacher, you will be required to act as a form tutor under the guidance of the relevant Head of Year. Our form tutors play a significant role in the lives of our students: the first point of contact; the students' unlocking potential lead and an advocate for the student throughout their time with us.

shaping greater futures

Salary

The salary range for the post is: -
£31,650 (M1) - £49,084 (U3)

Salary will be determined on qualification and relevant experience. The post is full-time and a permanent contract.

Continued Support for ECTs

We value the contribution that early career teachers make to our school and recognise that staff in the early years of their careers may need further support and guidance as they continue to improve as a professional. As such ECTs at Cirencester Kingshill School can expect to receive a range of supportive measures including:

- Reduced teaching timetable – 10% in first year and 5% in the second
- Full participation in the Early Career Framework and training programme
- A range of in-house CPD training
- Weekly meetings with your subject mentor
- Opportunities to observe other teachers in the classroom
- Lesson observations to help improve your practice
- The support and guidance of a training manager

Safeguarding

Cirencester Kingshill School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the same commitment. This post is subject to an enhanced Disclosure & Barring Service check.

We welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

How to Apply

- Please complete the Teaching Staff application form, including names, addresses, contact numbers and email addresses of your two referees. One referee should be your most recent Headteacher or Course Tutor.
- Please include your CV.

Please note that applications without the above being completed/included will not be accepted.

- It would also be helpful if you could include a letter of application which explains how your experiences and skills will best fit the role of Teacher of English and how you would be able to add value to Kingshill School.

For further details and an application form please go to the school website:

www.cirencesterkingshill.gloucs.sch.uk

Please email completed application forms and relevant documentation to jobs@cirencesterkingshill.gloucs.sch.uk or post to Cirencester Kingshill School, Kingshill Lane, Cirencester, Gloucestershire, GL7 1HS

**Closing date for receipt of applications is 9.00am
3rd February 2025**

Interview Date – TBA

We reserve the right to close this recruitment earlier if there is a sufficient number of applications.

We look forward to hearing from you. If you require any further information please do not hesitate to contact the Personnel Office on 01285 651511 ext. 226, or email:

jobs@cirencesterkingshill.gloucs.sch.uk

JOB DESCRIPTION:

POST: Class Teacher

As a teacher at Kingshill School, we take pride in our subject knowledge, we seek to unlock potential of all students and we believe that every child can succeed. We are also committed to our own continuous professional development and foster an enquiring mind to grow, collaborate and be outward facing. We know and believe that we can be better today than we were yesterday in our role as teacher, tutor and colleague.

Main Purpose of the Role

To deliver

Aside from the Teachers' Standards, the main roles and responsibilities of our teachers are to:

- Plan learning activities in line with the schemes of learning that enables an equitable experience for all our students to think hard, work hard and remember more through Quality First Teaching.
- Implement each lesson plan through our Active Minds programme (Teaching & Learning strategies) so that our students think hard, work hard and remember more.
- Be agile in response to securing accelerated outcomes for our students; checking for understanding leads to adaptive teaching.
- Interrogate data to unlock potential for all students.
- Refer to, embed and imbue our underpinning values (our STEPs) in every aspect of the role so that we can shape greater futures for our students; allowing them to grow as ambitious, confident, resilient young people and adults.
- Commit to continuous learning and professional development: attending meetings, Inset, widely reading, researching and to be receptive to feedback so that we can independently and in collaboration be better than we were yesterday.
- Embrace collaboration both within the faculty and wider school community; seeking to learn from and share knowledge and skills with other colleagues.
- Take pride in the role of form tutor, supporting our students to be the best version of themselves each and every day.
- Deliver PSHE as required and to do so with commitment and passion so that our students have the skills, knowledge, tolerance and balanced viewpoints to access the wider world.
- Commit to participating to the wider school both through co-curricular activities to inspire and motivate students to have life-long enjoyment of your subject and to extra-curricular activities to develop opportunities beyond the life of the classroom.
- Be a role model who promotes professional standards and expectations to young people, the Kingshill team and the wider community.
- Equipping all our young people to acknowledge and celebrate their skills, qualities and successes, securing positive progression routes in a global market.
- Implement school policies consistently and follow the procedures outlined in our Staff Handbook.
- Undertake any other duties reasonably required by SLT which supports the overall aims and objectives of the School Development Plan.

This Role Description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and pursuit of the 'National Standards of Excellence for Headteachers' (2015) underpins this role.

The aim of the Role Description is to indicate the general purpose and level of responsibility of the post. Duties may vary from **time** to time without changing the character of the post or general level of responsibility. This is an outline Role Description only and the post holder will be expected to undertake duties commensurate within the range and grade of the post or any lesser duties as directed by the Headteacher.

January 2025

Cirencester Kingshill School

Person Specification – Class Teacher

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A degree in their subject area or a related subject. • PGCE (Postgraduate Certificate in Education) or equivalent. • QTS 	<ul style="list-style-type: none"> • A postgraduate qualification, e.g. a masters degree.
Experience, Understanding and Knowledge	<ul style="list-style-type: none"> • An excellent classroom practitioner • Experience of teaching within a secondary school environment or, for early career teachers, work or voluntary experience in a comparable environment • A clear understanding of the subject’s curriculum and examination specifications across key stages 3 and 4 • Sufficient knowledge to answer subject-related questions raised by students • A knowledge of Quality First Teaching so that all students, regardless of barriers to learning, are able to thrive and accelerate their progress • Prepare for and deliver assessment and produce high quality feedback both within and beyond the curriculum • Understand and follow all safeguarding procedures in our school • Organise and participate in extracurricular activities. 	<ul style="list-style-type: none"> • Evidence of progress impact measures for classes • An understanding of relevant legislation and educational developments. • An understanding of how assessment and attainment information can be used to improve practice. • Skills in effective resource management and deployment.
Personal Qualities	<ul style="list-style-type: none"> • Punctual, with a good attendance record. • An excellent communicator, verbally and in writing. • Organisational skills with an ability to prioritise to ensure all deadlines are met • An excellent time manager. • High expectations of yourself and your professional standards. • A value of CPLD and a commitment to be more today than we were yesterday • Able to work both independently and as part of a team. • Able to maintain successful working relationships with other colleagues. 	<ul style="list-style-type: none"> • Committed to the value and promotion of their subject. • Able to effectively promote the school’s ethos and vision. • Dedicated to promoting their professional development, and that of others. • Able to promote good behaviour consistently. • Able to plan and take control of situations. • Committed to contributing to the wider school and its community. • Capable of handling a demanding workload and successfully prioritising work. • Professionally assertive and clear thinking.

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| | <ul style="list-style-type: none">• Driven, energetic, a passion for the subject and a relentless drive to support all students achieving success• Able to work flexibly, attending morning and evening meetings, in addition to managing the teaching and tutor workload.• Patience and compassion for all students regardless of barriers• A sense of humour | |
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Cirencester Kingshill School

Employee Benefits

Cirencester Kingshill School is proud to offer a wide range of benefits for our employees, which includes:

- Attractive salary and pension schemes – Teachers Pension Scheme (Teaching Staff) or the Local Government Pension Scheme (Professional Support Staff)
- Family friendly policies
- A range of statutory benefits including sick pay, maternity, paternity, shared parental and adoption leave
- Access to an employee assistance programme for all staff that offers services, including wellbeing, self-referral counselling, information on stress, weight management, smoking cessation
- Access to Occupational Health services
- New staff induction and support programmes
- Continuous service in other state funded schools will be honoured in relation to sick pay, holiday entitlement, pension rights
- Access to or provision of IT equipment (role specific)
- Cycle to work scheme
- Long service awards
- Access to CLPD and INSET, personalised for individuals through the schools' Appraisal procedures, including access to role specific academic study and professional qualifications
- Onsite parking facilities and cycle storage
- Staff social, sporting and wellbeing activities throughout the year
- The dining room is open for staff to use at break and lunch times
- Staff room with facilities, including tea and coffee
- There is an optional staff social fund
- 10% discount on Adult Education at Cirencester College: [About Adult Education – Cirencester College](#)