



# KINGS'

SCHOOL · WINCHESTER

Dear Applicant,

At Kings' we are proud of our ambition to achieve excellence in everything that we do. Our values are simple, we aim to provide all pupils with:

- Inspiring Futures
- Exceptional Character
- Academic Excellence

Our school motto, *Una Laborantes (working together)* exemplifies our beliefs and behaviours. At Kings' our values drive all that we do and as a result we aim for our teachers to enjoy impeccable behaviour in lessons with respectful, hardworking and highly motivated pupils. We are a genuinely comprehensive school that is working to provide a knowledge-rich education for pupils of all backgrounds. We aim to teach an unashamedly challenging curriculum, consisting of the best that has been thought and said, and as you would expect, English is at the heart of this.

These values are not just the values and aims that we have for our pupils, we have the same goals for our staff. We want to invest in you and ensure that Kings' is a centre of excellence for teaching and learning, where teachers thrive because we keep teaching at the heart of all we do. To join us and contribute to this exciting journey, you need to be excited by these three questions:

- Do you want to be part of a team where you will help make a lasting impact on our pupils, develop strength of character, and help them to fulfil all they can be in the future?
- Do you want to work in a school that values knowledge and ensures that pupils achieve excellent outcomes; a school that ensures that all our pupils are taught the cultural and social capital that enables them to succeed in the world?
- Do you want to work in a school that prioritises your professional development because we know that great teachers and great teaching are the key to all our pupils having inspiring futures?

Kings' is highly ambitious with a continuous drive to be even better. We know that it is the staff in the school that make the difference. We take workload seriously. Our systems are designed, and constantly refined, to make sure you can really focus on your core purpose – teaching, in a sustainable way.

What we offer:

- Great pupils who behave well – you can make a massive difference to them
- Clear and transparent behaviour systems that enable you to teach
- Highly visible, approachable, and supportive senior leaders
- Centralised detentions, including homework detentions
- A feedback policy that focuses on whole class feedback – we do not have onerous/impossible marking policies
- No formal graded lesson observations – just on-going dialogue
- Laptop for every member of staff





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- The opportunity to engage in our outstanding extra-curricular offer that enables you to engage in what inspires and develops pupils learning.
- One extra free every week dedicated to professional development
- Excellent, ongoing professional learning through a coaching culture that helps you identify and manage your own professional development with autonomy
- A performance management process which is centred upon your engagement with your professional growth
- Leadership Development is taken seriously at all levels through internal and external opportunities, including NPQs.

The successful candidate will be:

- An excellent Teacher of English who will play an important role in helping to move the English department into its next stage of development.
- Someone who values working as a team to ensure that the life chances of all our pupils is maximised.
- Someone who knows that they will be a better teacher tomorrow than they are today, and actively seeks opportunities for professional development.
- Someone who is totally aligned with our values and mission. if you are the type of person who fits with our culture, you will love working here.

This is an excellent opportunity for an NQT or ambitious practitioner wishing to further develop their career. We actively welcome visits and would be delighted to show you around our school to fully appreciate our learning culture.





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**Job title: Teacher of English**

**Contract Type: Permanent**

**Required: January 2024**

**Salary: MPR - UPR (£28000.00-£43685.00)**

**Hours: Full time / Part Time**

We are looking for an inspirational, enthusiastic and talented Teacher of English to join our excellent English department. You will have a passion for teaching English, the skills to inspire our pupils to succeed and the desire to play a central role in our school mission: inspiring futures, exceptional character, and academic excellence.

At Kings' School we have very high expectations of ourselves and of our pupils. We invest heavily in our staff and have a strong reputation for outstanding support and development for teachers, including for ECTs. We provide access to the highest quality professional development, which ensures you are at the forefront of teaching and learning innovation.

Kings' is an exciting and rewarding place to work: our pupils are keen to learn and succeed; they appreciate their teachers' support and dedication.

This is an exciting opportunity for a committed and high-quality teacher wishing to join an extremely effective and supportive department; and to contribute to the ongoing growth of Kings' as the school continues to flourish. NQTs and experienced teachers are equally welcome to apply.

For further information and to apply for this position, please visit our [website](#).

**Closing Date: 8:00 Wednesday 4<sup>th</sup> October 2023**

**Interview Date: Week commencing 9<sup>th</sup> October 2023**

*We review applications as they are submitted and reserve the right to close this advert and/or interview at any time, therefore, we would encourage you to apply as soon as possible if you are interested in this role.*





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## Kings' School mission and values

At Kings' our values are at the heart of our school culture. They underpin our mission, that we are ***Working Together to Achieve Inspiring Futures, Exceptional Character, and Academic Excellence.***

We are reminded of our vision by our motto, ***Una Laborantes*** (Working Together), and our core values - developed and agreed by the Kings' community of pupils, staff, parents, and carers - help to guide every child, employee, and volunteer towards attaining that goal.

These values act as our inspiration and navigation in our learning, our work, and our life at school as we work together for our pupil's personal growth and future academic success.

Our school values are to:

- Discover brilliance in everyone
- Have unlimited ambition
- Earn success
- Be kind, be humble, and have integrity
- Make a difference





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## Teacher Job Description

Post Title:	Teacher
Purpose:	<ul style="list-style-type: none"> <li>• Uphold and promote Child Protection and Safeguarding .</li> <li>• Plan, develop and deliver high quality learning.</li> <li>• Create a positive and supportive classroom climate.</li> <li>• Inspire pupils to develop their subject knowledge.</li> <li>• Use the school mission and values to guide the approach for each child.</li> <li>• Effectively manage a tutor group.</li> </ul>
Specific responsibilities & accountabilities:	<ul style="list-style-type: none"> <li>• Meet and aspire to exceed the requirements of the Teaching Standards</li> <li>• Treat all people fairly, equitably and with dignity and respect.</li> <li>• Develop a good knowledge and understanding of each pupil in order to meet their pastoral and academic needs.</li> <li>• Communicate effectively and in a timely manner with parents, support staff, HOY and teachers to support and improve pupils' achievement and development.</li> <li>• Keep accurate records of assessment and pupil attainment as required by the school and Head of Department.</li> <li>• Adhere to Kings' Child Protection and Safeguarding policies without exception.</li> <li>• Take actions that support high levels of pupil attendance.</li> <li>• Promote and deliver Kings' pastoral curriculum.</li> <li>• Utilise Kings' rewards and recognition systems to celebrate positive behaviours.</li> <li>• Implement Kings' sanctions appropriately to challenge negative behaviours.</li> <li>• Regularly review own practice, set personal targets and take responsibility for personal development in line with Kings' Performance Management process.</li> <li>• Consistently apply the policies of the school and those of the School Teachers' Pay and Conditions policy.</li> </ul> <p>For examples of the type of actions a teacher and a UPR teacher might demonstrate please refer to the HCC Careers Framework in Kings' Pay and Conditions Policy.</p>





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## Person Specification

<b>A Qualifications and Professional Development</b>	
Qualified teacher status.	A
Appropriate qualifications e.g. degree or equivalent.	A
Professional qualification(s) in a relevant field.	A
Evidence of safeguarding training.	A/I
Evidence of recent relevant professional development (that has impacted on your practice).	A/I
<b>B Knowledge and Experience</b>	
Excellent (relevant) subject knowledge.	I
Ability to build strong collaborative relationships with colleagues, parents, and pupils.	I/R
Track record of ensuring an effective classroom climate through the implementation of a range of behaviour management strategies.	I/R
Thorough understanding of current educational issues and initiatives.	A/I
Ability to evaluate and develop curriculum / teaching / assessment strategies that meet the needs of all pupils, including FSM and SEND.	A/I/R
Commitment to safeguarding and promoting the physical and emotional health and well-being of young people.	A/I/R
Continue to improve your own practice, to improve outcomes for pupils; together with a willingness to seek and be responsive to professional feedback.	A/I/R
Excellent literacy, numeracy, and IT skills.	A/I/R
A proven track record of excellent outcomes in your own teaching, for all pupils.	A/I/R
<b>C Personal Qualities</b>	
Demonstrate personal and professional integrity, including modelling the school's mission and values.	A/I/R
<b>D Confidential Reference</b>	
Positive recommendation from all referees, including current employer.	R

A = application

I = interview

R = reference

Thank you for taking the time to read this information and for considering Kings' School in the next stage of your career. If our mission, values and ethos excite you, please do [visit](#) the school website or contact us to find out more about our school, the role, life in Winchester and how to apply.

